

EVALUATING PROGRESS AND SKILLS - ASSESSMENT LEVELS

Here are the levels of prayer ministry we've identified. Notice how they build upon one another. Our growth has been organic while staying within TPM's systematic guidelines and principles (form follows life, not vice versa).

The more experiences that the person is exposed to, the better understanding that a person will gain in identifying important differences and similarities to pay attention to.

A. Novice

1. Requirements:
 - a. Basic Seminar, 2007 TPM® Manual, Healing Life's Hurts, etc.
 - b. A desire to learn
 - c. Basic observable character and human relations skills
2. Progressing in:
 - a. Basic TPM® Principles.
 - b. Four components of TPM® (Jesus Film / FiLM Jesus)
 - c. Identification of emotions as a bridge to the lie(s)
3. Strengths and Weaknesses:
 - a. His or her enthusiasm.
 - b. Often starts out more desirous to BE a facilitator rather than to do the work of learning HOW to be a facilitator.
 - c. Can give a general description of TPM®, but struggles with having it connect to other people's understanding.
 - d. Doesn't know what it is that they don't know. Not a comment on their character or educational habits, just on their specific lack of experience.

B. Advanced Beginner

1. Requirements:
 - a. Has fulfilled "Novice" requirements and has at least "Novice" strengths.
 - b. Willing to be assessed by ministry received, observed and facilitated, as well as materials completed and comprehension of principles.
 - c. Ready to role-play or facilitate a portion of the session under direct supervision.
2. Progressing in:
 - a. Giving a more complete description of TPM® - including the ability to relate personal experience.
 - b. How TPM® principles and philosophy relates to real life application in a ministry session.
3. Strengths and Weaknesses:
 - a. Can get a good start on facilitating a session under supervision
 - b. Uses TPM® principles, philosophy and guidelines, but may not yet have a holistic understanding of them.
 - c. Struggles with discretionary judgment (not giving people the freedom to work according to principles - wants to follow a FORMULA).
 - d. Still relies upon concrete knowledge—rules of you do x, y, and z when such and such happens and you do a, b, c when something else happens. Usually not damaging to a TPM® recipient because the "TPM® Guidelines" are essential (making TPM® safe). But the session may get stuck when guidelines rule more than principles (making TPM® effective!).
 - e. Demonstrates TPM® "Anticipatory Thinking" / "Educated Intuition" DOES NOT go outside TPM® guidelines!

C. Apprentice Facilitator

1. Requirements:
 - a. Has fulfilled and demonstrated previous requirements and strengths.
 - b. Completion of Basic TPM® Manual with a commitment of ongoing review and study.
 - c. Has a solid understanding of the TPM® guidelines and core principles.

2. Progressing in:
 - a. Ability to describe TPM® including biblical examples and personal experience.
 - b. Ready to facilitate the entire session under direct supervision of an Advanced or Expert Facilitator (see levels below).
 - c. Ready to facilitate a session with fellow trainees in supervisor's absence, if session is debriefed with supervisor later. (TPM® is not facilitated outside these parameters.)

3. Strengths and Weaknesses:

- a. Is growing in his or her holistic understanding of the TPM® principles, philosophy, guidelines and TPM® "Anticipatory Thinking" / "Educated Intuition".
- b. Still has problems troubleshooting difficult sessions.

- D. Facilitator:

1. Has fulfilled and demonstrated previous requirements and strengths.
2. Continues to grow in being able to describe TPM® including biblical examples, personal experience and helpful word pictures or illustrations.
3. Improvement in troubleshooting and can self-recognize and learn from mistakes.
4. Hungers for more advice and feedback from advanced and expert facilitators.
5. Ready to facilitate sessions with indirect supervision (supervisor not present, but debrief with supervisor later).
6. Has a nearly holistic understanding of the TPM® principles, philosophy and guidelines (thinks "Theophostically").
7. Assessed by an Advanced or Expert Facilitator to determine if this person has reached certain milestones as a facilitator (i.e. moving towards facilitating on their own with ongoing networking).
8. Can begin the process of learning how to supervise less advanced facilitators.

- E. Advanced Facilitator:

1. Has fulfilled and demonstrated previous requirements and strengths.
2. Anticipatory thinking is now the norm. Yet the facilitator does not use this to guide the session (i.e. Dr. Smith in one of the Live Demo sessions regarding a "wall").
3. Has become an excellent troubleshooter.
4. Will self-correct based on previous sessions received and given.
5. Has a holistic understanding of the TPM® principles, philosophy and guidelines. Recognizes subtle differences in various situations. The advanced person is conscious of deliberate decision making when a surprise or curve ball is thrown at them. However, when things are going along as expected, the advanced person seems to intuitively respond to the situation instead of reducing the process into discrete components.
6. Ready to facilitate sessions with networking and ongoing training in place (for CrossCounsel, this means involvement in our "Intensive" Training program).
7. Is able to supervise sessions, teach TPM® principles / theory to less advanced facilitators.
8. Must be intuitive in his or her understanding of personal wholeness.

- F. Expert Facilitator:

1. Has fulfilled and demonstrated previous requirements and strengths.
2. Works primarily from "Anticipatory Thinking" / "Educated Intuition" and ingrained TPM® principles, philosophy and guidelines.
3. Can work with any level of recipient (SRA, Dissociation).
4. Has a solid grasp of the Word, a Christian worldview, the TPM® manual, the realities of Christian ministry (sometimes quite difficult).
5. Has a profound understanding of and ability to connect sound biblical theology and transformational Christianity.
6. Must possess a godly ability to coach, confront, encourage and instruct.