



ORAL EXAMINATION CTA ORGANIZATIONS SCORING SHEET

Form 12.7.11

CANDIDATE _____

DATE _____

Each of the ten following areas is graded on a 5-point scale. Select the number rating which you believe best describes the candidate's performance.

1. Understanding the professional context	5	4	3	2	1	
	articulates and discusses a coherent personal and contextual vision as an organizational consultant, congruent with TA philosophy		articulates and discusses some personal vision as an organizational consultant, showing some links with TA philosophy		can hardly articulate and discuss a personal vision as an organizational consultant, showing some links with TA philosophy	1 _____ 2 _____ 3 _____ 4 _____ total _____
2. Working with people in organizations	5	4	3	2	1	
	demonstrates account of historical, cultural, social perspectives and actively promotes learning in the organization		shows some awareness of historical, cultural, social factors and some practice of learning of the organization		awareness of historical, cultural, social factors and the learning by the organization is vague or invisible	1 _____ 2 _____ 3 _____ 4 _____ total _____
3. Demonstrating assessing and contracting	5	4	3	2	1	
	demonstrates a high ability of assessing client system adequately and of appropriate contracting		demonstrates some ability of assessing client system adequately and some appropriate contracting		demonstrates no adequate assessment of client system and only little evidence of appropriate contracting	1 _____ 2 _____ 3 _____ 4 _____ total _____
4. Demonstrating designing and implementing	5	4	3	2	1	
	shows high level of design and implementation of methods related to developmental needs of client system, incl. program planning for optimal learning		shows some relation of design and implementation with the needs of client system and some learning occurring from that		shows a limited relation of the design and implementation with the needs of client system and learning is not visible	1 _____ 2 _____ 3 _____ 4 _____ total _____
5. Creating an I+/U+ relationship with client	5	4	3	2	1	
	creates a cooperative and respectful working and learning relationship		shows some ability of creating an adequate working and learning relationship		shows little or no ability of creating an adequate working and learning relationship	1 _____ 2 _____ 3 _____ 4 _____ total _____
6. Managing group process and dynamics	5	4	3	2	1	
	demonstrates high awareness of group dynamic concepts in practice and is able to name and conceptualize group process		demonstrates some awareness of group dynamics in practice		demonstrates little or no awareness of group dynamics in practice	1 _____ 2 _____ 3 _____ 4 _____ total _____

7. Demonstrating interventions					1 _____
5	4	3	2	1	2 _____
shows high level of awareness of own interventions		shows some awareness of own interventions		shows limited awareness of own interventions	
				total _____	
8. Reflective ability and ethical practice					1 _____
5	4	3	2	1	2 _____
shows high awareness of own professional practice and personal process and clearly relates to ethical principles		shows some awareness of own professional practice and personal process and some relation to ethical principles		shows limited awareness of own professional practice and personal process and little relation to ethical principles	
				total _____	
9. Knowledge of own field in relation to transactional analysis					1 _____
5	4	3	2	1	2 _____
shows good knowledge of organizational theories and approaches and the ability to relate them to TA		shows some knowledge of organizational theories and approaches, with some ability to relate them to TA		shows little knowledge of organizational theories and approaches and a limited ability to relate them to TA	
				total _____	
10. Overall rating					1 _____
5	4	3	2	1	2 _____
high professional level		some omissions but good enough professional level		professional level inappropriate	
				total _____	

Points are to be used as a guide and the judgment of the examiners is the final decision. However, deferment is automatic: 1) if a candidate receives a rating of '1' from all of the examiners in any one category, or 2) if the total score is 25 points or below for the examination.

If three or more examiners vote to pass, the candidate passes. If two examiners vote to defer, the candidate is deferred (no process facilitator is called).

A process facilitator is an experienced examiner whose purpose is to help the board solve problems arising during the examination procedures. Anyone can request the chairperson to call a process facilitator at any time during the examination. The candidate may request the chairperson to call a process facilitator at any point before the individual board members begin to score. This point is to be announced by the board chairperson, who will ask the board if they are ready to begin scoring. After this point, only the chairperson or a board member (through the chairperson) can call for a process facilitator.

The process facilitator will establish a clear contract with the board and will help the board reach a decision. If no decision to certify or defer is reached, the examination supervisor can be called. The examination supervisor can help the board reach a decision or can excuse the board and convene a new board to re-examine the candidate. Neither the process facilitator nor the examination supervisor will examine or vote.

TOTALS
 1 _____
 2 _____
 3 _____
 4 _____
 5 _____
 6 _____
 7 _____
 8 _____
 9 _____
 10 _____

EXAMINER'S NAME	CERTIFY	DEFER	
1. _____	[]	[]	COMBINED TOTAL _____
2. _____	[]	[]	
3. _____	[]	[]	AVERAGE _____
4. _____	[]	[]	(combined total divided by 4)

Please put all comments on a separate sheet of paper.