IFRC Core Competency Framework
Tier Assessment (Beginning of Course)

This self-assessment is for you to complete at the start and end of your ERU Training Pathway as a tool to help you manage your learning and will also be the tool that the assessors use for your final assessment during the simulation at the end of your Specialist or Technical training, which will determine if you pass or fail the course.

We provide all the sessions and documents we can to support your learning journey, but in taking on this role in the ERU, you also take on the responsibility to make yourself a safe, efficient and effective delegate. This assessment will help you increase the awareness of your current level of operative ability and help you understand where you can learn and improve further.

This is the assessment for your self-assessment at the **beginning** of the course

Using the IFRC Core Competencies Framework, rate yourself as to what tier you think you are currently operating in and jot some notes down to remind you later of some examples of when you have demonstrated behaviours at that tier level.

You have 20 minutes to complete it.

F1.1

Red Cross / Red Crescent

	Tier Assessment	Examples of behaviours demonstrated
1. Movement context, principles and values *Ability to apply Movement knowledge and fundamental principles through empowering National Societies and mobilising Movement volunteers in emergencies* **2. The Movement in the humanitarian sector** *Ability to apply knowledge of standards and Movement systems within the humanitarian sector*		•

Operational

	Tier Assessment	Examples of behaviours demonstrated
3. Coordination *Ability to harmonise interactions and activities between and among Movement members and external partners*		
4. Assessment *Ability to identify and analyse the needs of the affected communities and the gaps in existing capacity to respond*		
5. Programme Management & Reporting *Ability to develop plans, implement interventions, monitor progress and report against the plan*		
6. Information management *Ability to identify and make use of information for evidence-based decision making*		

F1.1

Operational (Continued)

	Tier Assessment	Examples of behaviours demonstrated
7. Resource management *Ability to understand and effectively applies financial, logistical and human resource processes*		
8. Direction setting and operational objectives *Ability to translate strategic direction into individual and team objectives*		
9. Safety and Security *Ability to maintain safety and security for Movement personnel*		

Cross-Cutting

	Tier Assessment	Examples of behaviours demonstrated
10. Community engagement and accountability *Ability to shape the response based on the voice of the community and to provide information to empower communities*		
11. Protection, gender and inclusion *Ability to identify and analyse the distinct needs, risks to, and capacities of all girls, boys, women and men to inform programming*		
12. Environmental sustainability *Ability to identify and analyse risks to impact programming which aims to minimise adverse effects on the environment*		

F1.1

Behavioural		
	Tier Assessment	**Examples of behaviours demonstrated**
13. Collaboration and teamwork *Ability to build strong relationships within the team to achieve results*		
14. Conflict management *Ability to address conflicts by focussing on the issues at hand to develop effective solutions when disputes or disagreements occur*		
15. Interpersonal communication *Ability to actively listen and clearly convey ideas and information in an engaging manner*		
16. Cultural awareness *Ability to demonstrate acute awareness of cultural surroundings and context*		
17. Judgement and decision making *Ability to make objective, evidence based judgements and decisions*		
18. Motivation *Ability to see the overall objective in a changing context and taking responsibility to motivate self and others to achieve it*		
19. Personal resilience *Ability to maintain your own and others well-being in a stressful environment and cope with rapid change*		
20. Integrity *Ability to act in an honest and ethical fashion to create a safe environment*		