

IFS Institute
Internal Family Systems



Trainer Career Path

How to Know if Training for IFS Institute is For You



1. ARE YOU PASSIONATE ABOUT THE IFS MODEL?

We need trainers who want to bring healing to the world.



2. ARE YOU A SKILLED LEADER AND TEACHER?

IFS Trainers are gifted teachers who equip others.



3. ARE YOU COMMITTED TO SOCIAL CHANGE?

IFS is committed to diversity, equity, and inclusion.

MENTORING PROGRAMS

Individuals interested in becoming a trainer may notify Management IFS Institute's Talent Management Department (TM) of your interest, via email: eliza@ifs-institute.com.

With the exception of Program Assistants, all other levels in the Trainer Career Path require participation in a mentoring program. In order to participate in a mentoring program, the candidate must be recommended by a current IFSI Trainer, interviewed by TM and receive a request to apply for the mentoring program from TM for the specific trainer level the candidate is seeking.

TRAINER INACTIVITY

Anyone who does not serve in a Trainer role for a period of 2 years will no longer be considered an IFS Trainer.

General Guidelines



ITEMS TM CONSIDERS WHEN EVALUATING PROSPECTIVE TRAINERS

- Positive participant evaluations
- Positive staff/peer feedback (Staff to Staff surveys)
- Demonstrated ability to draw participants to Training Programs
- Ability/willingness/effectiveness in promoting Training Programs
- Professionalism
- Work availability
- Past record of following through on commitments
- Willingness and ability to mentor other Training staff
- Familiarity with and adherence to IFS-I policies and procedures
- Intelligence and creativity, i.e., the ability to contribute to the evolution of IFS and the IFS curriculum
- Compelling
- Self-led speaker with entertaining style and engaging energy
- Ability and willingness to travel to training locations
- Adherence to appropriate boundaries and ethical guidelines; proactive attendance to all ethical issues that arise
- Access and current competent ability to use necessary computer and internet technology including IFS-I's website, basecamp; proficiency in Microsoft Office Suite; and email.
- Willingness, ability, and history of being a team player and working cooperatively with all IFS-I personnel
- Good attention to detail, adherence to IFS-I guidelines, and timely responsiveness
- Skill to teach
- Skill to do demos

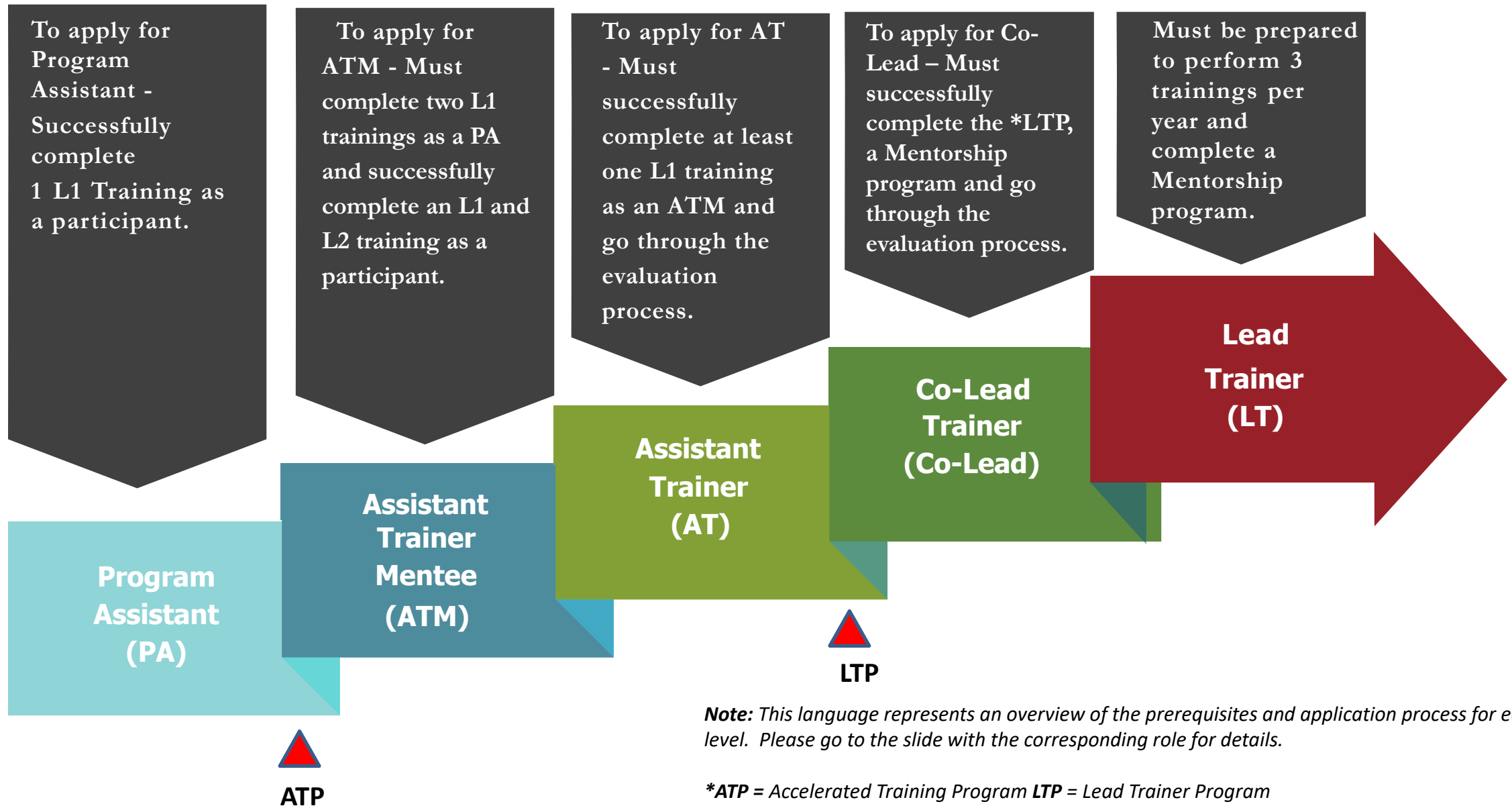
Note: IFSI reserves the right to accelerate the promotion process as needed.

Considerations for Mentoring Programs and Promotion





NORTH AMERICAN TRAINER CAREER PATH





Program Assistant

Program Assistant (PA) is the first step to becoming a trainer, after the successful completion of one Level 1 training.

Prerequisites

- Ability to hold Self-energy.
- PA applicants must have either a U.S. Social Security Number or a Canadian Social Insurance Number.
- PA applicants to Level 1 trainings must have already graduated from a Level 1 training program. Preference may be given to PA applicants who are IFS Certified.
- PA applicants to Level 2 trainings must have already graduated from a Level 2 training program. Preference may be given to PA applicants who are IFS Certified.
- PA applicants to Level 3 trainings must have already graduated from a Level 3 training program and must have earned Experienced PA status. Preference may be given to PA applicants who are IFS Certified.

You can find more detailed information about becoming a PA at here <https://ifs-institute.com/trainings/program-assistants>.

Benefits

01

Learning

Strengthen and reinforce your own learning of the IFS model and earn continuing education credit.

IFS Training

Take part in an IFS training tuition free.

02

03

Connection

Maintain connection with the IFS model and the growing IFS community.

Professional Competency

Increase professional competence and confidence by helping others learn IFS.

04



Assistant Trainer Mentee

The Assistant Trainer Mentee (ATM) is an apprenticeship designed to move eligible/interested L1 graduates from the PA role to the Assistant Trainer role.

Prerequisites

- Typically, prospective applicants will have completed at least two rounds as a Program Assistant in a completed IFS-I Level 1 Training Program (L1) and successfully completed IFSI L1 and L2 as a participant.
- It is recommended but not required for prospective applicants to serve as a Program Assistant with at least two different Lead Trainer teams.
- Prospective applicants must be certified IFS therapists and must keep their certification and licensure current.
- Prospective applicants' credentials must be approved by the Institute for Continuing Education (ICE).

Application Process

- Once all the prerequisites are met the candidate should schedule a meeting with the Talent Management team to discuss their desire to become an ATM and determine if they are eligible to apply.
- After which if all parties agree, the candidate will be able to apply for the ATM program.

Please review the slide "Items TM considers when evaluating Prospective trainers" to see what factors are considered for a candidate to apply to the ATM.

Benefits

01

Learning

Strengthen and reinforce your own learning of the IFS model by working with one or two IFS Trainers, who will advise on the role of the Assistant Trainer.

Increased Responsibility

Begin to experience the full scope of responsibilities of the Assistant Trainer role by shadowing a current Assistant Trainer.

02

03

Mentoring

The opportunity to be mentored by various IFS Trainers during actual training.

Professional Development

Continued professional development, and the path to becoming an Assistant Trainer.

04



Assistant Trainer

The Assistant Trainer (AT) plays a vital role in conducting trainings. The AT is responsible for the majority of the administrative tasks during the training, such as interviewing PA applicants, sending pre-session emails, assigning practice groups, to name a few.

Prerequisites to Apply

- Applicants must have served as an Assistant Trainer Mentee for at least one complete L1 Training Program.

Application Process

AT Applications must include:

- An updated/current cover letter speaking to the applicant's interest in becoming an Assistant Trainer, including a list of strengths and areas of growth being focused on.
- Updated bio and current contact information.
- Current Self-Assessment form.
- All applications must be sent to the Talent Management Team.
- All application elements must be sent together in one package.
- Trainers who have worked with the applicant will be asked by IFS-I to complete an assessment of the applicant including a ranking of relevant competencies for the applicable Trainer role.

Please review the slide "Items TM considers when evaluating Prospective trainers" to see what factors are considered for a candidate to apply to the AT.

Benefits

01

Learning

Begin to learn how to teach and perform demos, and hold the space, under the guidance of a Lead Trainer.

Increased Responsibility

Play a larger role in staffing trainings, oversee the Program Assistants, provide support to the Lead trainer

02

03

Mentoring

The opportunity to mentor an Assistant Trainer Mentee, and develop mentoring skills.

Professional Development

Continued professional development, and the path to becoming a Lead Trainer.

04



Co-Lead Trainer

The Co-Lead Trainer is a new trainer who has successfully completed the **Lead Trainer Program (LTP)** or equivalent evaluation process and will begin to lead trainings with another Co-Lead trainer.

Prerequisites

- Participants must be an **AT** or must be an **ATM** with an **AT** assignment slated to start by the beginning of the **LTP**.
- Typically, participants will have worked with at least two different **L1 Lead Trainer** teams. Prospective applicants must be certified **IFS** therapists and must keep their certification and licensure current.

Application Process

- **LTP** Applications will serve as the Co-Lead application, since the **LTP** must be successfully completed.
- The **LTP** application requires the candidate to put in writing explaining why they are a good candidate for the program.
- Commit to facilitate a minimum of 3 trainings per year.
- Successfully complete the review/evaluation process at the end of the **LTP**.

Note: The LTP is a developmental program so complete mastery is not mandatory for acceptance, but the potential to develop throughout the LTP is an expectation. International candidates must serve as a Lead PA and/or AT to be considered for the LTP.

Please review the slide "Items TM considers when evaluating Prospective trainers" to see what factors are considered for a candidate to apply to the LTP.

Benefits

01

Learning

Build on your teaching and facilitation skills, while managing diverse groups.

Increased Responsibility

Take full responsibility for the training and training staff.

02

03

Mentoring

The opportunity to be mentored by senior trainers and develop mentoring skills.

Professional Development

Continued professional development, and the path to becoming a Solo Lead Trainer.

04



Lead Trainer

The Lead Trainer is a trainer who has successfully completed at least two entire trainings as a Co-Lead Trainer in a completed L1 Training Program and/or one full year as a Co-Lead Trainer. They must also successfully serve as a Solo Lead Mentee with a Senior Trainer before being promoted.

Prerequisites

- Prospective applicants must have worked with at least two different Lead Trainer Teams during their tenures as AT and Co-Lead.
- Prospective applicants must be certified IFS therapists and must keep their certification and licensure current.

Promotion Process

- Candidates must be willing to conduct at least 3 trainings per year.
- Candidates will be interviewed by the Talent Management team.
- Once the interview is completed IFSI Leadership will review all applicants for Lead Trainer before a decision is made.
- Candidates should have a desire to further the IFS model through building curriculum and mentoring others.

Please review the slide "Items TM considers when evaluating Prospective trainers" to see what factors are considered for a candidate to apply to the LTP.

Benefits

01

Learning

Lead Trainers go through DEI training and build leadership competencies.

Increased Responsibility

Lead Trainers oversee all aspects of a training program, teach core curriculum, and support the AT and staff.

02

03

Mentoring

Receive mentoring and feedback from a Senior Trainer and mentor Coleads, ATs, and ATMs.

Professional Development

Continued professional development, and opportunities to lead workshops, seminars, and other IFS-I events.

04

TRAINERS MUST APPLY FOR ACCEPTANCE

This program is designed to diversify the IFS Trainer community and develop the next generation of trainers. Preference is given to BIPOC individuals. However, all are welcome to apply.

- All participants are required to be actively enrolled in a training as a PA and have a mentor.
- Participants will be part of an ATP cohort for support and mutual learning facilitated by veteran IFS Trainers.
- This is an accelerated track to Assistant Trainer Mentee.
- This program is only offered one time per year.
- An application and acceptance by IFS-I is required to participate.



Accelerated Training Program

(Offerings are subject to change at the discretion of IFSI Leadership)

