

COMMUNITY CERTIFICATION PATH IN POLAND (CoCert)
initiated by Aga Rzewuska-Paca and Marta Kułaga (AinT)

Welcome,

We are delighted to see you among the enthusiasts of Nonviolent Communication. It is a great privilege for us to be able to support you on this path! It gives us a sense of meaning, of co-creating a world where we matter (we - everything that lives on Earth), of togetherness, sharing, learning and much more.

Below you will find information about the NVC certification process within CoCert (Community Certification Path in Poland).

Certification in this form means joining a self-organised group of NVC candidates, trainers and enthusiasts, co-creating your certification process (while respecting the framework set by CNVC in the CPP), collaborating on projects initiated by CoCert members, being open to receiving and giving feedback on an ongoing basis and much more :) A calendar of CoCert events can be found here: www.nvccws.pl/index.php/kalendarium

The group is supported on a daily basis by Agnieszka Rzewuska-Paca (CNVC assessor) and Marta Kulaga (CNVC assessor). We are in ongoing collaboration with Sabine Geiger and Kathleen Macferran. As you move towards certification, your portfolio will be read by your assessor and at least one other of these persons. All the information you include there is confidential and can only be discussed within our team and with you personally, in the context of your certification.

We also benefit from the support of other assessors and certified NVC trainers such as Jim Manske (Jim died in 2024 and we still benefit from his work enormously) , Deborah Bellamy, Stephanie Bachman-Mattei, Dominika Jasinska and others. We ask for their support or point of view on a variety of issues regarding the certification process, its process, form, and challenges along the way. If you have any requests or questions related to this, please let us know.

In this journey that is the certification process, we want to be your guide, your support, and sometimes your 'sparring partners' - asking provocative questions and honestly sharing our perspective. At the same time, we want this to be your journey - supporting you to develop your autonomy and inner authority - including in the context of the wider community you are part of. Therefore, we want to explore together how we can share power within and during this process.

*Warmly,
Aga and Marta*

Aga: aga@empoweredliving.pl 667 667 050

Marta: krasnal.marta@gmail.com 502 474 224 www.leance.org

CoCert CERTIFICATION PROCESS

CoCert certification means **first joining the CoCert community** and actively participating in its functioning and **only then registering as a candidate with the CNVC**. This way we want to attend to the **needs of connection and integrity** and change the culture of facing challenges alone to an **experience of growth, support and community** with other people sharing the same values.

Note: You can belong to the CoCert community while being registered with another assessor. However, Aga and Marta only accept candidates who are part of CoCert.

To join the CoCert community:

1. Read the information at: <http://www.nvccws.pl/>
2. Contact Aleksandra Harazin or Malgosia Wagner - onboarding group , who will give you a packet of start-up information and invite you to the next introductory meeting (meetings take place about once a month)

Before registering as a candidate with CNVC we want you to:

1. Have been a member of the CoCert community for a minimum of six months
2. Have attended a minimum of two meetings of the entire CoCert community (there are three such meetings per year)
3. Have undertaken roles and activities about which you can receive feedback

Sequence of actions leading to formal registration as a certification candidate with the CNVC:

- intention and letter of intent expressed in front of the CoCert community (during the community meeting)
- gathering feedback and recommendations from the community (format/scope are still being determined (contact person: Ela Jurzysta))
- registration in the [form](#) (after the orientation meeting with the assessor)
- sending to assessors:
 - a letter of intent (please send it and receive feedback before reading it in front of the community)
 - feedback received and your reflection on it
 - recommendations from at least one certified trainer, together with feedback - what they see as your gifts, what they invite you to look at and grow in
 - a list of NVC workshops you have completed with min. 5 certified trainers (min. 20 days)
- individual meeting with the assessors to agree how we will collaborate (approx. 1.5h), covered within the pre-registration fee
- pre-registration fee
 - range with openness to dialogue around this amount: EUR 100-250 (or more if you are willing and in a position to recognise the assessor's time and commitment).
 - Account in EUR: Agnieszka Rzewuska-Paca mBank 24 1140 2004 0000 3012 1262 1084
 - Assessors are available during the community meetings 3 times / year

- In case of additional needs/questions it is possible to arrange an individual meeting with the assessor - at cost of 250PLN/hour. Additional meetings can be initiated by the candidate or the assessor.
- registration at cnvc.org (done by the assessor)
- celebrating in the community
 - You invite the people you want to accompany you - from CIS, from the NVC community, friends, family.
 - You hold/organise the gathering. You can also ask someone to organise it for you
 - An example of the meeting structure:
 - you share the dream that led you on this path
 - you speak about what support you need from the people you have invited
 - you invite into a circle where everyone can share how they feel about you being on this path, how you have enriched that person's life (perhaps a memory?) and how they want to support you
 - a spontaneous celebration of life :-)

In the NVC certification process, the key elements for us are:

deepening your awareness of **NVC as a way of living**, a way of connecting with yourself and others (living NVC), developing a deep understanding of **NVC processes and tools** (knowing NVC), developing the **skills to lead workshops** where both the content and the process of sharing NVC are consistent with this approach. The development of these competencies is served by:

- **being part of CoCert.** Practising NVC together in live situations. Joining existing projects/groups and initiating activities in line with your dream and intention for certification. Attending at least 2 out of 3 yearly community meetings. Asking for, receiving and giving feedback on an ongoing basis. For us as assessors, your presence and activity in the CoCert is part of the certification process and is an important element to be taken into account in the final certification decision. It is a key element in integrating NVC as a way of life.
- working with a **mentor**, certified Polish NVC trainer(s) (meetings at least once a month for at least a year before certification)
- Personal attendance in one of NVC yearly programmes which are offered in different cities in Poland
- regular **empathy practice** with an empathy buddy (min. 2x/month for 3 years)
- awareness of the **“Pathways to NVC” matrix** (J. Manske et. al). Self-reflection, seeking feedback around selected points of the [matrix](#)
- running **NVC practice groups and workshops** for about 2-3 years before certification; actively collecting feedback from participants, other community members, invited certified trainers and assessors.
- Creating a **portfolio** based on the CPP, including additional points (link: [proposed structure](#)).

The portfolio is a personal record of your certification journey. It is a reflection of you and your unique qualities. At the same time, it is important to us that it meets the CPP criteria and that the core areas that are elements of the certification process are reflected in it.

It is essential for us that you understand the 'what is what' of NVC and what NVC is at its source - as shared by Marshall Rosenberg. At the same time, we want you to discover how this understanding lives in you. NVC develops, also through you and your explorations.

You can share the portfolio piece by piece with a request for feedback to a specific part - especially at the beginning, we imagine this can be helpful.

Additional elements in the portfolio - reflection around:

- Feedback in NVC - how do you understand feedback in NVC, what was your journey around asking for and giving feedback throughout the certification process?
- NVC as a strategy versus NVC as a pathway. What differences do you see? The 'pitfalls' of NVC? What did your path around this look like?
- Your journey with the "pathways to NVC" matrix.
- Creating a safe space for workshop participants. In particular, knowing and reflecting around the document: "sex and intimacy in NVC workshops" <https://bit.ly/CPP-sexandintimacy>
- Awareness of trauma and the neurobiology of emotional responses associated with it, including:
 - relationship with uncomfortable feelings and violence within the self
 - the "violence from power-under" mechanism
<http://www.traumaandnonviolence.com/>
 - the drama triangle (Karpman) and the empowerment triangle (e.g. David Emerald "The power of TED") in the context of NVC
- Power - from personal to structural - awareness of the different dimensions of power, its impact and ways to create more inclusion. Reflecting on and exploring power in contexts relevant to you - in this file you will find inspiration related to this topic ([link](#))
- "From now on" text by Marshall Rosenberg and/or NVC Core Commitments by Miki Kashtan

The checkpoint and the final assessment

The checkpoint and the final assessment events belong to the candidates going through the processes. They shape the events.

At the same time we ask for some elements to be present there.

Checkpoint (preassessment)

Checkpoint is a moment, when you believe to be ready for assessment and you show up for this threshold to receive feedback about what is needed for the final step. It is possible that there may be multiple checkpoints.

The checkpoint takes place during one of the 3 yearly community meetings.

The checkpoint is an opportunity for you to receive feedback on:

- Facilitating a group session
- Offering a workshop
- Participating in hot seats (frequently asked questions from the CPP, Klaus Karlstead and daily life)
- Participating in role-plays (from the CPP or daily life)
- Offering empathy for the other person (distinguishing it from other forms of support)

- Reflecting on the feedback received
- Offering empathy for oneself

The intention behind these forms is for you to be able to practise different modalities important in a role of a certified trainer, and receive feedback.

If you offered these during previous community meetings, and there is mutual trust around this competency, we may agree to let go of this particular point during the checkpoint. It is also possible to move some of these elements to the stage of the final assessment - based on agreement with the assessor.

At the end of the checkpoint, you are invited into a fishbowl for a final feedback round - with a peer, the assessors and we all reflect around the questions of strengths, challenges (edges) and the support needed for the journey onward.

To arrange a date for the checkpoint we need:

- a portfolio - fine-tuned with the mentor and agreed with us.
It is important for the feedback to be integrated into the portfolio.
- feedback from the mentor with their recommendation
- no objection from the community.

If there is an objection from a person from the community or outside the community, the candidate/x with the support of the assessor or mentor using dialogue seeks to hear and integrate the objection. This does not mean blocking the process and at the same time is important information that we want to take into account.

The final Assessment

The certification journey belongs foremost to you. It is one in which you not only gain NVC skills and deeper consciousness, but where you are invited to deepen your understanding of yourself and how you show up in the world.

As the assessors we seek to support you, and challenge you, so that you can tap into your wholeness and power, and share NVC as a way of living, being a manifestation of who you are, rather than a learned set of tools and techniques.

Therefore, for the final assessment, you are asked to prepare a masterpiece - an offering for the community based on a threshold/challenge you faced moving towards your certification.

During the event you share:

- your journey with regard to the challenge you picked.
- how you involved the community by requesting feedback and by sharing celebrations and learning edges.
- your freely giving and receiving feedback.
- your modeling NVC consciousness and skills in your very own way.
- you in empathic space, with yourself and with others.
- your offering sessions and facilitating group processes.
- you share your experience and process with a personal conflict (can happen also outside the assessment event)
- your holding the group together with us.

Preassessment and assessment will evolve as CoCert develops. The CPP is the starting point, but the way of implementation is open. Our intention is for these to be community events where candidates have a role as creators/co-creators of the process.