



Aquarian Trainer Academy – Level Two Pathway

COMPETENCY EVALUATION FORM 水瓶年代培训师学院——二级道途 资质评估表格



Definition: An integrated set of skills, abilities, knowledge and behaviors that enables one to perform effectively.

定义：一套整合的技巧、能力、知识和行为，赋予人高效表现的能力。

Candidates applying to become a Level Two Trainer or Level Two Lead Trainer should use this form for self- reflection and personal assessment. It provides a framework for Practicum Mentors and you in order to determine if applying for Level Two trainer is desirable (appropriate) at this time.

申请成为二级培训师或二级主培训师的候选人应使用此表格进行自我反思或个人评估。此表为实习课导师和你提供了一个框架，可以用来决定是否此时申请二级培训师是理想的（恰当的）。

First Practicum Instructions:

1. Assess each competency in relationship to your current Level One Trainer role level.
2. Your ratings should reflect your experiences and skills.
3. Be honest in your self-assessment; recognize both your strengths and areas for enhancement.

初次实习课指导：

- 1.
2. 你的评分应该反映出你的经验和技能。
3. 诚实做出自我评估；既清楚自己的优势，也清楚自己可以提高的方面。

If you are filling it out at the end of the Practicum:

You are encouraged to talk with your practicum mentor to gain a deeper perspective into your level of competence before completing this form.

Practicum Mentor needs to have seen the mentee demonstrate proficiency in the competency before checking the boxes

The Academy has established these competencies to maintain standards and keep the teachings pure to ensure that Kundalini Yoga as taught by Yogi Bhajan® is passed on for generations to come.

如果你是在实习课结束时填写此表：

我们鼓励你与你的实习课导师沟通，获得关于自身资质水平的更深层次视角，然后再填写此表格。实习课导师在确认表格之前需要先看到辅导对象展示相关资质的精通程度。

KRI LEVEL TWO TRAINER COMPETENCY EVALUATION

KRI 二级培训师资质评估

Name/姓名: _____ Today's Date is/今日日期为: _____

Country/国家: _____ Practicum Mentor/实习课导师: _____

My current role level in KRI is/我目前在KRI的角色是: professional/专业 lead trainer/主培训师

My Practicum Mentor and myself have discussed the competencies/我的实习课导师与我自己已经讨论过所有资质

Practicum Mentor and myself agreed on reviewing those competencies at the end of each

Practicum/实习课导师与我自己已同意在每期实习课结束时回顾这些资质。

TABLE OF CONTENT/目录

1. Consciousness/觉知

- 1.1. Very high level of Self –awareness/非常高程度的自我觉察
- 1.2. Personal Practice/个人练习
- 1.3. Commitment to continuous learning and self-development/对持续学习和个人发展的承诺

2. Community/社群

- 2.1. Ability to Build Relationship/Partnering/建立关系的能力/合作

3. Teaching Skills /教学技能

- 3.1. Ability to apply Adult learning theory and multi-sensory learning /应用成人学习理论与多感官学习的能力

3.2. Excellent Group Facilitation skills/出色的团体引导技能

3.3. Excellent Communication Skills/出色的沟通技能

3.4. Problem Solving/解决问题

3.5. Excellent Coaching/ mentoring skills/出色的教练/辅导技能

4. Administration/行政

- 4.1. Course Management/课程管理

4.2. Understands and complies with KRI's policies & procedures/理解并遵从 KRI 的政策与程序。

5. Content/内容

5.1. Mastered the content for this Level Two module/已经精通此二阶模块的内容

6. Additional Competencies/附加资质

EVALUATION SCALE/评估标准

Proficient for Level Two Trainer- Demonstrated skill, knowledge and ability for specific competency as expected *for Level Two Trainer or Lead Trainer.*

具备二级培训师的精通程度—展示出二级培训师或主培训师在具体资质方面应有的技巧、知识与能力。

Still Developing Proficiency - Possesses some skill, knowledge and ability *but not yet fully proficient for Level Two Trainer or Lead Trainer; Still learning and developing aspects of this competency as specified*

精通程度尚在发展中—具备一定技巧、知识与能力，但尚未完全达到二级培训师或主培训师的精通程度；仍在学习和发展具体资质的某些方面

1. Consciousness/觉知

<p>1.1 High Level of Self-Awareness / 非常高程度的自我觉察</p> <p>Knowledge/Skill/Ability Expected 应有的知识/技巧/能力</p>	<p>Mentee/导师</p>			<p>Mentor/辅导对象</p>		
<p>a) Spiritual connection/灵性连接 b) Wisdom of experience/经验智慧 c) Authenticity/真实 d) Humility/谦卑 e) Sunniai/零</p>	<p><input type="checkbox"/></p> <p>Still Developing Proficiency/ 精通程度尚在发展中</p>	<p><input type="checkbox"/></p> <p>Proficient for Level Two Trainer/ 具备二级培训师的精通程度</p>	<p><input type="checkbox"/></p> <p>Unknown 未知</p>	<p><input type="checkbox"/></p> <p>Still Developing Proficiency 精通程度尚在发展中</p>	<p><input type="checkbox"/></p> <p>Proficient for Level Two Trainer 具备二级培训师的精通程度</p>	<p><input type="checkbox"/></p> <p>Unknown 未知</p>
<p>Comments and Recommended Development Activities 评语及推荐的发展活动</p>	<p>Comments and Recommended Development Activities 评语及推荐的发展活动</p>					

1.2 Personal Practice /个人练习 Knowledge/Skill/Ability Expected应有的知识/技巧/能力	Mentee/导师			Mentor/导师		
	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师的精通程度	<input type="checkbox"/> Unknown 未知	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师的精通程度	<input type="checkbox"/> Unknown 未知
a) Personal Sadhana 个人练习 b) Living the 5 sutras: 活出 5 句箴言 <i>Recognize the other person is you.</i> 认出他人即是你。 <i>There is a way through every block</i> 每一个障碍都有跨越的方法。 <i>When the time is on you, start, and the pressure will be off.</i> 一旦时机到来, 启动, 你就会从压力中解脱。 <i>Understand through compassion or you will misunderstand the times.</i> 用慈悲心去理解, 否则你就会误解这个时代。 <i>Vibrate the Cosmos, the Cosmos shall clear the path.</i> 振动这个宇宙, 宇宙将会为你扫清道路。	Comments and Recommended Development Activities 评语及推荐的发展活动			Comments and Recommended Development Activities 评语及推荐的发展活动		

1.3 Commitment to continuous learning and self-development/对持续学习和个人发展的承诺	Mentee/辅导对象	Mentor/导师

Knowledge/Skill/Ability Expected 应有的知识/技巧/能力	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师 的精通程度	<input type="checkbox"/> Unknown 未知	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师 的精通程度	<input type="checkbox"/> Unknown 未知
a) Continuing commitment on personal transformation and integration 对个人蜕变与整合的持续承诺	Comments and Recommended Development Activities 评语及推荐的发展活动			Comments and Recommended Development Activities 评语及推荐的发展活动		

2. Community/社群

2.1 Ability to build Relationship/Partnering 建立关系的能力/合作 Knowledge/Skill/Ability Expected 应有的知识/技巧/能力	Mentee/辅导对象			Mentor/导师		
a) Seek opportunities to collaborate with others; Set common goals.	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师 的精通程度	<input type="checkbox"/> Unknown 未知	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师 的精通程度	<input type="checkbox"/> Unknown 未知
	Comments and Recommended Development Activities 评语及推荐的发展活动			Comments and Recommended Development Activities 评语及推荐的发展活动		

寻找机会与他人合作；设定共同的目标

- b) **Maintain professional boundaries while always exhibiting compassion and courtesy.**
始终表现出慈悲心与礼貌，同时保持专业界限
- c) **Set example and inspire collaboration within team.**
于团队内部做出榜样，激励合作
- d) **Promote and establish partnerships across the teaching team; Set clear expectations to ensure success.**
在整个教学团队范围内推进及建立合作伙伴关系；设定清晰的期待以确保成功
- e) **Collaborates with other local trainings**
与其它当地培训协作
- f) **Address conflicts as they arise.**
发生冲突时予以应对。
- g) **Use feedback and questioning skills to better understand trainers and students.**
运用反馈和提问技巧更好地了解培训师及学员。

3. Teaching Skills/教学技巧

<p>3.1 Ability to apply Adult learning theory and multi-sensory learning/应用成人学习理论与多感官学习的能力</p> <p>Knowledge/Skill/Ability Expected 应有的知识/技巧/能力</p>	Mentee/辅导对象			Mentor/导师		
<p>a) Creatively deliver training topics (meaning that the trainer doesn't just sit and talk, or rely on the book, but uses stories, presentations, small group discussions and other means to keep students engaged and absorbing the material) 有创造力地讲授培训课题（意即培训师不只是坐着讲课，或只依赖书本，而是应用故事、演示、小组讨论和其他方式使学生投入课堂并吸收教学内容）</p> <p>b) Able to make the material practical to the students' lives; utilize the imagination of the students 能够使教学内容实用于学生的生活；调动学生的想象力</p> <p>c) To be able to bring in information and experiences from the broader world and effectively integrate this into the core material 能够引用来自外面世界的信息和体验，并有效地与核心内容整合在一</p>	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师的精通程度	<input type="checkbox"/> Unknown 未知	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师的精通程度	<input type="checkbox"/> Unknown 未知
	Comments and Recommended Development Activities 评语及推荐的发展活动			Comments and Recommended Development Activities 评语及推荐的发展活动		

<p>起</p> <p>d) Accommodates learning disabilities and challenges. E.g.: hearing and visual imparities. 能够配合学习时的不便性和挑战，比如听觉和视觉方面的缺陷。</p>		
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<p>3.2 Excellent Group Facilitation Skills/出色的团体引导技能</p> <p>Knowledge/Skill/Ability Expected 应有的知识/技巧/能力</p>	Mentee/辅导对象			Mentor/导师		
<p>a) Contain questions without necessarily having to answer them 能够容纳问题，即使不必一定回答</p> <p>b) Facilitates contained discussion with participants – without trainer acting in the role of expert or center of discussion 能够引导与学生之间收到容纳的讨论，培训师不必扮演专家的角色或成为讨论的中心</p> <p>c) Facilitate full participation of students – give them many opportunities inside and outside the classroom to practice and observe the new skills they are learning</p>	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师的精通程度	<input type="checkbox"/> Unknown 未知	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师的精通程度	<input type="checkbox"/> Unknown 未知
	<p>Comments and Recommended Development Activities</p> <p>评语及推荐的发展活动</p>			<p>Comments and Recommended Development Activities</p> <p>评语及推荐的发展活动</p>		

引导学生全程参与——于教室内外都提供很多机会使学生可以练习和观察他们正在学习的新技能

- d) **Excellent at small group facilitation** 出色地做到小组带领
- e) **Can be open, undefended and vulnerable** 可以做到敞开、不防御与脆弱
- f) **Transparent in leadership role** 在领导力角色中做到透明

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3.3 Excellent Communication Skills/ 出色的沟通技巧 Knowledge/Skill/Ability Expected 应有的知识/技巧/能力	Mentee/辅导对象			Mentor/导师		
a) Share personal experiences to facilitate student process and as teaching points 分享个人经验来帮助学生理解，亦可作为教学点 b) Communication skills to uplift students and acknowledge and inspire them as teachers, including deep listening and impeccable confidentiality. 具备可以提升学生，认可并激励他们成为教师的沟通技能，包括深度聆听和绝对保密。	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师 的精通程度	<input type="checkbox"/> Unknown 未知	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师 的精通程度	<input type="checkbox"/> Unknown 未知
	Comments and Recommended Development Activities 评语及推荐的发展活动			Comments and Recommended Development Activities 评语及推荐的发展活动		

3.4 Problem Solving Skills/解决问题 Knowledge/Skill/Ability Expected 应有的知识/技巧/能力	Mentee/辅导对象			Mentor/导师		
a) Recognize that a problem exists and take	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师 的精通程度	<input type="checkbox"/> Unknown 未知	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师 的精通程度	<input type="checkbox"/> Unknown 未知
	Comments and Recommended Development Activities 评语及推荐的发展活动			Comments and Recommended Development Activities 评语及推荐的发展活动		

timely, appropriate action. 能认识到有问题存在，并采取及时恰当的行动。

- b) **Provide flexible, alternative or optional solutions; Evaluate solution for best fit.**
提供灵活，可替换的，可选择解决方案；评估解决方案，选择其中最佳。
- c) **Inspire others on the team to contribute to the problem solving process.** 激励团队中其他成员为解决问题的过程作出贡献。
- d) **Respect and support decisions that are made and move on.** 尊重并支持作出的决定，然后继续往下进行。

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3.5 Excellent coaching/ Mentoring Skills/出色的教练/辅导技巧 Knowledge/Skill/Ability Expected 应有的知识/技巧/能力	Mentee/辅导对象			Mentor/导师		
a) Including a capacity to inspire mission and magnitude in the students b) Able to identify, facilitate and process the student's transformations 能够辨识出、引导并处理学生的蜕变。 c) Emotional Maturity to facilitate deep personal work of the students 具备可以为学生引导深层个人功课的情感成熟度 d) Get to the point, and let the students experience their own process 指出要点，让学生体验自己的过程 e) Be flexible in the frequency and degree of contact with each student, so that you are tuning into each one individually 与每一位学生接触时，在频率和程度方面做到灵活，这样你可以与每一个个体同频连接	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师 的精通程度	<input type="checkbox"/> Unknown 未知	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师 的精通程度	<input type="checkbox"/> Unknown 未知
	Comments and Recommended Development Activities 评语及推荐的发展活动			Comments and Recommended Development Activities 评语及推荐的发展活动		

4. Administration/行政

4.1 Course Management/课程管理	Mentee/辅导对象			Mentor/导师		
Knowledge/Skill/Ability Expected 应有的知识/技巧/能力	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师的精通程度	<input type="checkbox"/> Unknown 未知	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师的精通程度	<input type="checkbox"/> Unknown 未知
<p>a) Create excellent course plan and manage it to stay on time, while still being very flexible if in service to the students' process. 制定出色的课程计划，做到按时进行，同时亦能灵活服务于学生的进程。</p> <p>b) Able to identify the core piece(s) to be delivered and make sure that happens, while still being able to change plans on the spot 能够辨识出需要讲授的核心内容，确保讲到，同时亦能做到当场调整计划</p> <p>c) Sensitive to where the group is going and what they need 敏锐感受学生整体的走向及需求</p> <p>d) Able to simplify/streamline material into a coherent 6-day schedule 能够简化/优化课程材料，形成一个有条理的 6 天课表</p> <p>e) Teamwork and smooth, excellent collaboration with any other trainers on the team 团队合作，与团队中其它任何培训师都有流畅、出色的合作</p> <p>f) Able to hold space consistently and</p>	Comments and Recommended Development Activities 评语及推荐的发展活动			Comments and Recommended Development Activities 评语及推荐的发展活动		

steadily for 6 days 能够连续 6 天连贯稳定地抱持住空间。

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<p>4.2 Understands and complies with KRI's policies & procedures/理解并遵从 KRI 的政策与程序。</p> <p>Knowledge/Skill/Ability Expected 应有的知识/技巧/能力</p>	Mentee/辅导对象			Mentor/导师		
	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师的精通程度	<input type="checkbox"/> Unknown 未知	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师的精通程度	<input type="checkbox"/> Unknown 未知
<p>a) Understands KRI requirements, policies</p>	<p>Comments and Recommended Development Activities 评语及推荐的发展活动</p>			<p>Comments and Recommended Development Activities 评语及推荐的发展活动</p>		

<p>and procedures 理解 KRI 的要求、政策与程序</p> <p>b) b) Ensures that KRI requirements, policies and procedures are met and followed. 确保 KRI 的要求、政策与程序得到满足与遵从</p>		
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5. Content/内容

<p>5.1 Grasps the content for this Level Two Module 掌握二级模块的内容</p> <p>Knowledge/Skill/Ability Expected 应有的知识/技巧/能力</p>	Mentee/辅导对象			Mentor/导师		
<p>a) Understands the content for the Level two module 理解二级模块的内容</p> <p>b) Conveys effectively the key concepts to students 高效地将关键理念传递给学生</p> <p>c) Integrates the key concepts in their own life. 将关键理念整合至自己的生活中。</p>	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师的精通程度	<input type="checkbox"/> Unknown 未知	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师的精通程度	<input type="checkbox"/> Unknown 未知
	Comments and Recommended Development Activities 评语及推荐的发展活动			Comments and Recommended Development Activities 评语及推荐的发展活动		

6. Additional Competencies Expected* (optional)/期待的额外能力（可选）

Knowledge/Skill/Ability Expected 应有的知识/技巧/能力	Mentee/辅导对象			Mentor/导师		
		<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师的精通程度	<input type="checkbox"/> Unknown 未知	<input type="checkbox"/> Still Developing Proficiency 精通程度尚在发展中	<input type="checkbox"/> Proficient for Level Two Trainer 具备二级培训师的精通程度
	Comments and Recommended Development Activities 评语及推荐的发展活动			Comments and Recommended Development Activities 评语及推荐的发展活动		

* this section is to provide information on additional competencies that are identified when mentor and mentee discuss before/during/after Practicum/本版块旨为导师与辅导对象于实习课课前/中/后进行讨论时辨识出的额外能力提供信息。