

## Criteria for the selection of team members

### 1. Ethics: Common spirit

- Willingness to get involved in the philosophy and conception of consilia cct
- Commitment to the common cause (representation of consilia cct to clients, development of exercises, participation in activities such as quality calls, trainer meetings, etc.)
- Openness and balancing attitude (giving trust, sharing knowledge, maintaining confidentiality)

### 2. Experience: Own diverse experiences

- Multilingualism
- Diverse changes of location or relevant experience abroad / stays abroad
- Awareness of and reflection on one's own diversity and dealing with personal impact
- Professional experience in different contexts and cultures (including industry or organizational cultures)

### 3. Expertise: Professional and didactic special knowledge in the diversity dimensions

- Knowledge of theoretical concepts and developments on diversity, cultures, etc.
- Methodological competence: process control, didactics, developing, adapting and carrying out exercises, ability to implement given standard concepts
- Linguistic reflexivity, ability to create a safe space, to promote a culture of debate and in efforts to speak impartially and without offense

### 4. Multidimensionality: Versatility of use

- Ability to practice different forms of facilitation (coaching, training, consulting, supervision, team or organizational development, mediation, agile methods and other classic facilitation methods)
- Ability to practice different formats (moderation, presentations, team development)
- Ability to connect to specific combinations of topics, target groups and sectors/areas of work

### 5. Quality mindset: Work on own further development

- Regular own continuing education / working on competence growth (reading, conducting research, keeping up with research and current media debates, etc.)
- Participation in collegial counseling, intervision or supervision
- Ideally also academic activities (teaching, publications, research)
- Participation in professional associations, conferences, symposia, congresses, trade fairs, etc.

### 6. Formal qualifications

- University degree or equivalent professional experience
- Relevant additional training (coaching, organizational consulting and trainer training, etc.)
- Certifications

