

Organization & Procedures of Credentialing Intensives

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A credentialing intensive is an intensive at which one or more persons who have completed supervision and attended the prerequisite number of intensives are ready to be evaluated as a Balint group leader. By co-leading with each of the two faculty members of his or her individual group the candidate for credentialing is evaluated. Neither of these faculty should be the candidate's supervisor nor his/her current or prior real life co-leader.

At the two sessions in which the candidate for credentialing is co-leading the group, an additional person will have joined the group. This person will act as an **evaluator** and overall coordinator of the feedback process to the candidate and to the Credentialing Coordinating Committee. This person must be an approved Balint Leader Supervisor by the American Balint Society and will have prior exposure to the credentialing evaluation process. He or she will not be one of the hosts of the intensive, nor have been either the candidate's real life co-leader nor one of the two faculty leaders of the candidate's assigned group at the credentialing intensive. He or she may be a faculty leader of another intensive group. However, no faculty of an intensive should be absent from his or her assigned group for more than two sessions. If more than two persons are to be evaluated at an intensive, an additional person must be added to the faculty to cover the evaluator role.

At the Balint group sessions co-led by the candidate for credentialing, the faculty and the evaluator will each complete a "Balint Leader Candidate Group Performance and Debriefing Report." Before the first group is co-led by the candidate, the evaluator will distribute to group members the "Leader Evaluation Form-Group Member's Form." Group members will be told that this form may help focus their observations of the candidate's leadership behavior because when the candidate co-leads the group for a second time, they will be expected to complete the form and turn it in to the evaluator. They will also be told that their oral feedback to the leader will be solicited following both candidate led groups. Following the debrief sessions of both groups led by the candidate, the evaluator will collect the forms completed by the two faculty and following the second group, forms will also be collected from all group members. All of these forms should be returned to the Chair of the Credentialing Coordinating Committee together with the written summative evaluation of the candidate by the evaluator and the two faculty of the candidate's group.

The protocol to be followed by the evaluator is as follows: 1. After the candidate-led Balint group is completed, the evaluator asks the candidate to briefly summarize the case as he/she understood it, the presenter's dilemma with the case, how the group handled the presenter's dilemma and how the group responded to his/her interventions. 2. Next the evaluator asks the presenter how he/she felt s/he was dealt with by the group and the candidate-leader. 3. The evaluator then asks the faculty co-leader for his/her perspective on the candidate's leadership behavior. 4. Following this, the evaluator asks for group feedback on the candidate's leadership behavior. 5. Finally, the evaluator summarizes the feedback to that point and adds his/her own observations. This closes the feedback session of that group and the evaluator exits.

At the end of the intensive, the candidate and the two faculty of the candidate's group meet with the evaluator for feedback on the candidate's performance leading groups at the intensive and any further debriefing that is necessary. The candidate is given the gist of the summative evaluation that will be submitted to the Credentialing Coordinating Committee. The decision of the Committee is put before the ABS Council for their final approval of the candidate. The candidate must await the decision of the Council to know the final outcome of his/her credentialing process.