

RPIOL PROFESSIONAL DISCUSSION GUIDANCE FOR CANDIDATES

THE PROFESSIONAL DISCUSSION IS THE FINAL PART OF THE RPIOL PROCESS.

AN INDEPENDENT ASSESSOR REVIEWS YOUR APPLICATION FORM, EMPLOYER BACKING AND COACH ENDORSEMENT, AND LEADS AN IN-DEPTH, TWO-WAY DISCUSSION CELEBRATING YOUR APPROACH, UNDERSTANDING AND GOALS.



The professional discussion involves both the assessor and the candidate actively listening and participating in a formal conversation, giving candidates the opportunity to make detailed and proactive contributions.

- Can be wide-ranging in scope and cover many of the award criteria.
- Can effectively determine the authenticity of the evidence and examples given.
- Uses probing questions to explore the underlying reasons for ideas or actions.
- Celebrates the candidate's approach, future goals and aspirations in outdoor learning.

Most RPIOL professional discussions are conducted by online video.

- ▶ They are usually conducted by one assessor and are 30-45 minutes long.
- ▶ They occasionally include a second Assessor or a member of IOL Professional Standards Team for the purposes of CPD or quality assurance.

Assessors reach an RPIOL assessment decision based on the sum total of all evidence presented. Assessment decisions are either PASS or DEFER.

- I PASS - the assessor is satisfied you have met all the RPIOL criteria.
- II DEFER – you have not yet shown you meet all the RPIOL criteria.

If the assessment decision is DEFER the assessor will discuss with you which specific criteria have not yet been met and describe the next steps required.

- Assessors may talk with the Professional Standards Manager to select appropriate next steps.
- You can achieve RPIOL by meeting the requirements laid out by the assessor.

Typical reasons you might be deferred are:

1. Shortage of relevant and concise examples of practice.
2. Unformed knowledge and views on the benefits, purpose and role of outdoor learning.
3. Lack of understanding or awareness of how your practice was influenced by a particular event.

TYPICAL QUESTIONS THAT MAY BE ASKED

Use these questions as a guide - assessors will tailor their questions to your application, celebrating your approach, understanding and goals. Discuss possible answers with your RPIOL Coach.

1. LEAD SAFE AND ENGAGING OUTDOOR LEARNING SESSIONS

- How are the needs of the various groups with whom you work, different from each other?
- How has your approach to identifying hazards and managing risk changed over time?
- What options do you have for encouraging participants to manage their own safety?
- What steps do you take to tailor activities and approaches to meet needs of the participants?
- How do you go about enabling reflection and transfer of learning?
- How can you tell if you've pitched the level of challenge appropriately?

2. CONTRIBUTE TO YOUR ORGANISATION'S DELIVERY OF OUTDOOR LEARNING

- How would you describe the theory of change for a programme you've worked on?
- If you could change one big thing in your organisation to improve the outdoor learning sessions you provide, what would it be?
- How would your colleagues describe your strengths and approach?

3. ROLE MODEL EQUALITY, INCLUSION AND PROFESSIONAL GROUP LEADERSHIP

- What effect has the outdoors had on your own development?
- What are your first steps in building a good relationship with someone?
- How do you ensure you respect others' opinions and values?
- Is it more important to support inclusivity, equality or diversity?
- What would have to happen for you to walk away from a situation?

4. SHARE INSPIRATION AND RESPECT FOR THE OUTDOORS

- How can outdoor learning be used to help individuals to develop?
- How do you encourage participants to safeguard the environment?
- Should we be talking about Climate Change as part of every outdoor learning session?
- If you had to describe the approach to outdoor learning used where you work, what would you say?

5. IMPROVE THROUGH REFLECTION AND DEVELOPMENT

- When do you usually reflect on your own practice?
- What sort of feedback do you find most useful for improving your practice?
- What do you feel are the current limits or boundaries of your competence?
- If you were coaching a new instructor, what top tips would you give them?
- What is one of the most beneficial CPD activities you have completed?
- Where are you going next in your outdoor learning?
- What are you looking forward to learning in the next 6-8 months?
- Long term, where would you like to be?