

Competencies Score Chart



Applicants for Performance Diving Instructor rating should reach a competency score of 3

Applicants for Fundamentals Instructor rating should reach a competency score of 4

Applicants for Level 1, 2 and 3 Instructor rating should reach a competency score higher than 4

GUE instructor candidate/intern assessment

This document is intended to provide ITs and IEs a guideline when evaluating potential GUE instructor candidates for their competencies. It also provides candidates with reference for improvement while they proceed with GUE professional development. A score lower than the recommendations above is not an automatic disqualification.

The assessment is divided into different sheets, each covering an important part of the overall evaluation.

The assessment aspects are divided into

- * GUE Role Model
- * Experience in Diving
- * Personal Diving Skills
- * Fitness Level
- * Chances of Professional Success

For each criterium a goal and an assessment criteria to reach these goals are given.

The rating follows the general GUE rating scheme:

- | | |
|---|--------------------------------------|
| 1 | Failed |
| 2 | Below Minimum Standards |
| 3 | Fulfils Minimum Requirements |
| 4 | Above Minimum Requirements |
| 5 | Greatly Exceeds Minimum Requirements |

To decide for a rating, decide which rating fits best for the candidate.

The results of each sheet (tab) will be added and displayed in the table below as well as the spider web diagram above.

	Please enter name of 1st candidate:
GUE Role Model	0.0
Experience in Diving	0.0
Personal Diving Skills	0.0
Fitness Level	0.0
Chances of Professional Success	0.0
Sum	0.0
Min	0.0
Max	0.0

RESET

Name of assessing person: _____ *i.e., who performed the assessment*

Date of assessment: _____

Reason of assessment: _____ *i.e., Fundamentals Instructor candidate, instructor requalification, instructor upgrade*

SAMPLE

GUE Role Model

Goals

GUE **instructors represent GUE** (the organization as a whole) to the diving world outside of GUE, as well as to GUE members and divers, GUE peers, and both current and future students. They should represent the values of GUE appropriately.

Values of GUE

- *GUE is dedicated to **increasing the quality of diving** (by providing the most stringent diver training as well as outreach to the industry and diving communities).
- * GUE promotes and executes **conservation** and raises the **awareness** of the aquatic world.
- * GUE supports **exploration** and discovery of the aquatic world
- * GUE **welcomes all people**, .no matter their religion, color, gender, origin, or political orientation, as long as they represent GUE's values.
- * GUE bases its actions on **scientific** knowledge (e.g., limits for safe diving)

Instructor candidate should act as a role model in accordance with the GUE values and should be perceived as a good example for GUE community. It is clear that candidates will have stronger and weaker performance in different fields. GUE and the ITs/IEs are there to help candidates to improve their weaknesses and foster their strengths and capabilities.

A person who is a GUE role model:

- * Is perceived as **authentic** (diving experience, GUE education, diving in a GUE configuration, part of the GUE community).
- * Is a **GUE believer** - is convinced about the system and implements it both in professional and private diving.
- * Is an **active part** of a **GUE community**
- * Is **driven** to achieve things
- * Is **inclusive, positive, and supportive of all divers** (GUE or not), GUE instructors, and GUE community members
- * Is a **good networker** (local & international) - builds locally and internationally connected GUE communities
- * Is supportive of the sustainability of **GUE's business (goals)**
- * Is **committed** to diving
- * Has good **personal diving skills**
- * Is **fit for purpose**; has appropriate level of physical fitness for the diving activities performed and is setting an example for others
- * **Pursues improvement and self-growth** in all relevant fields (e.g., personal diving skills, teaching skills, fitness)
- * **Acts professionally** toward others (divers, shop owners, instructors from broaded diving industry)

Candidate Assessment Criteria	
<u>Candidate matches values of GUE</u>	**Every checkmark gives 1 point
Candidate welcomes all people as students	<input type="checkbox"/>
Candidate makes decisions and teaches based on scientific knowledge	<input type="checkbox"/>
TOTAL OF SECTION	0.0

Community Engagement	
Is an active part of a GUE community	<input type="checkbox"/>
Takes part in GUE projects (PB, scientific projects, exploration)	<input type="checkbox"/>
Leads a GUE sanctioned project	<input type="checkbox"/>
TOTAL OF SECTION	0.0

GUE Education	
Fulfills the minimum certification requirement(s) for instructor rating sought	<input type="checkbox"/>
Holds two (2) or more other GUE certifications not previously listed	<input type="checkbox"/>
Holds three (3) or more certifications out of T1, T2, C1, C2, CCR 1, CCR 2, and PSCR, plus two (2) out of DPV, Gas Blender, BLS-D/O2, Documentation Diver, Scientific Diver	<input type="checkbox"/>
TOTAL OF SECTION	0.0

Incorporates GUE values	**Every checkmark gives 2 points
Applies GUE standards in all their personal and professional dive activities	<input type="checkbox"/>
Acts professionally towards any dive industry representatives (GUE and others)	<input type="checkbox"/>
Improvement-driven; receptive to feedback and having growth mindset;	<input type="checkbox"/>
TOTAL OF SECTION	0.0

AVERAGE OF THE SECTIONS	0.0
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At the end of this page, the question should be answered:
Does the organization have a vital interest in this candidate becoming an instructor, and why or why not?

SAMPLE

Experience in Diving

Goals

* GUE instructors should be able to **teach** based on their **own diving experience**. To gain meaningful experience, candidates should conduct dives with different GUE teams, with exposure to different environments, and with a performance-improvement mindset and gradually increasing level of difficulty.

* Experience is connected to variety of teammates, environments, geographic locations, equipment configurations and dive exposure.

Candidate Assessment Criteria	
Experience in diving	<i>**Select ONLY 1 option per section.</i>
Candidate meets the standard for number or required dives for teaching level sought.	<input type="checkbox"/>
Candidate has twice the required number of dives and is certified to one level higher than required for the teaching level sought.	<input type="checkbox"/>
The above, plus the candidate takes part in GUE projects in the last 12 months.	<input type="checkbox"/>
TOTAL OF SECTION	0.0

Experience in different environments and diving with different GUE teams	<i>**Every checkmark gives 1 point</i>
Dives with different GUE teams on a regular basis in the last 12 months	<input type="checkbox"/>
Dives in a variety of different environments and dive sites (e.g., sea, lake, quarry, boat, shore-based, drift, night, wreck)	<input type="checkbox"/>
Dives in both moderate/cold and warm-water environments	<input type="checkbox"/>
Has experience in diving in at least three (3) different locations worldwide that differ from each other	<input type="checkbox"/>
Has experience in cave diving (100+ cave dives)	<input type="checkbox"/>
Has experience in technical diving (100+ tech dives)	<input type="checkbox"/>
AVERAGE OF SECTION	0.0

Experience in different equipment configurations	<i>**Every checkmark gives 1 point</i>
CCR/PSCR	<input type="checkbox"/>
Sidemount	<input type="checkbox"/>
Scouter(s)	<input type="checkbox"/>
Single Tank Configuration	<input type="checkbox"/>
Double Tanks Configuration	<input type="checkbox"/>
Drysuit (cold/moderate water) = gloves, hood, thick undergarment	<input type="checkbox"/>
Documentation skills - photography, photogrammetry, videography	<input type="checkbox"/>
Survey skills; use of compass in survey setting; reels and spool as guidelines	<input type="checkbox"/>
TOTAL OF SECTION	0.0

AVERAGE OF THE SECTIONS	0.0
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Personal Diving Skills

Goals

* Instructors should have **exceptional personal diving skills**. This allows them to provide proper demonstrations for students as well as represent GUE's value of pursuing improvement and excellence.

* The skills of GUE instructors **represent GUE in the water**, even during personal diving.

Candidate Assessment Criteria		Rating (1-5)
POSITION	Buoyancy	
	Trim	
	Flat body position <i>(not over-arched, not dropping knees)</i>	
	Balance	
	Head up / looking up	
MOVEMENT	Propulsion and Maneuvering - this includes effective and non-intrusive maneuvering and propulsion in confined and sediment areas <i>(caves/wreck)</i>	
	No handfinning. not hands use to stabilise, or move around	
	Lack of involuntary fin movements	
	Overall body tension (appropriate for neutral, flat trim)	
DIVE PROCEDURES	No visual reference ascent	
	No visual reference descent	
	Proper dive and safety procedures executed according to GUE SOPs	
	Proper breathing technique (no skip breathing)	
TEAM & AWARENESS	Team positioning (awareness and application)	
	General awareness	
	Communication skills	
	Teamwork - team-oriented approach	
	Attention to detail	
EQUIPMENT & PREPARATION	Equipment awareness	
	Condition of dive equipment (maintenance and care)	
	Efficient and tidy with dive preparation and gearing up	
	General boat-diving awareness and boat diving skills	
	Comfortable using rental gear (not their own, and not ideally fitted)	

MAX scored:	0.0
MIN scored:	0.0
AVERAGE scored:	0.0

SAMPLE

Fitness Levels

Goals

- * Instructors should have enough **fitness and in-water comfort** to assist students.
- * Instructors should not be short of breath (winded) after entering the water, swimming to the dive spot, or while assisting students in water
- * Instructors should act as **role models for fitness** and a reasonably **healthy, active lifestyle**.
- * Instructors should **represent GUE in a positive manner** (reasonably athletic and healthy appearance)

Candidate Assessment Criteria		COMMENTS
Instructor swim test and time	**Select ONLY 1 option per section.	
Unable to complete	<input type="checkbox"/>	0 - failed - can not complete the test (needs to stop, rest, no in-water comfort)
Completed but not in time	<input type="checkbox"/>	0 - can complete but not on time, or completed on time but needed to stop to rest
12-14 minutes	<input type="checkbox"/>	
10-12 minutes	<input type="checkbox"/>	
less than 10 minutes	<input type="checkbox"/>	
TOTAL OF SECTION	0.0	

Diver tow test and time	**Select ONLY 1 option per section.	
Unable to complete	<input type="checkbox"/>	0 - failed - can not complete the test (needs to stop, rest, no in-water comfort)
Completed but not in time	<input type="checkbox"/>	0 - can complete but not on time, or completed on time but needed to stop to rest
9-10 minutes	<input type="checkbox"/>	
8-9 minutes	<input type="checkbox"/>	
less than 8 minutes	<input type="checkbox"/>	
TOTAL OF SECTION	0.0	

Sport Routine	**Select ONLY 1 option per section.	MET DEFINITION: https://en.wikipedia.org/wiki/Exercise_intensity
No regular activity	<input type="checkbox"/>	0 - no regular activity
Regular activity but limited	<input type="checkbox"/>	1 - regular but less than 500 METs
2 h / week	<input type="checkbox"/>	3 - at least 500 MET minutes = 150 minutes of moderate-intensity aerobic activity
3 h / week	<input type="checkbox"/>	4 - at least 600 MET = minutes 180 minutes of moderate-intensity aerobic activity
4+h / week	<input type="checkbox"/>	5 - at least 700 MET = minutes 210 minutes of moderate-intensity aerobic activity
AVERAGE OF SECTION	0.0	

General strength	**Every checkmark gives 1 point	
Able to comfortably carry own gear used for a dive	<input type="checkbox"/>	
Enough stamina and comfort to assist students on the surface in rougher conditions or over prolonged swim	<input type="checkbox"/>	
Can use the gear required without risk of self-injury due to physical weakness	<input type="checkbox"/>	
Can assist and help students on land with their gear on	<input type="checkbox"/>	
TOTAL OF SECTION	0.0	

BMI	**Select ONLY 1 option per section.	
>30	<input type="checkbox"/>	
28 - 30	<input type="checkbox"/>	
24 - 27	<input type="checkbox"/>	

19 - 23	<input type="checkbox"/>	
16 - 18	<input type="checkbox"/>	
15 - 16	<input type="checkbox"/>	
<15	<input type="checkbox"/>	
AVERAGE OF SECTION	0	
<p><i>Ideal - from a medical perspective - BMI depends on sex and age.</i></p> <p><i>> 30 => strong impact on health.</i></p> <p><i>Please see the table below for further information.</i></p>		

Please fill in all of the required fields (Data missing).			
OVERALL AVERAGE	STATUS: Student meets all performance requirements.	Average inclusive of all sections:	0
		Average inclusive of all graded sections:	0

Male BMI Table w/ age	20 - 29	30 - 39	40 - 49	50 - 59
Strong Underweight	<16	< 17	< 18	< 19
Moderate Underweight	16-17	17 - 18	18 - 19	19 - 20
Light Underweight	17 - 18,5	18 - 19,5	19 - 20,5	20 - 21,5
Healthy weight	18,5 - 25	19,5 - 26	20,5 - 27	21,5 - 28
Starting adipositas	25 - 30	26 - 31	27 - 32	28 - 33
Adipositas grade 1	30 - 35	31 - 36	32 - 37	33 - 38
Adipositas grade 2	35 - 40	36 - 41	37 - 42	38 - 43
Adipositas grade 3	> 40	> 41	> 42	> 43

Female BMI table w/ age	20 - 29	30 - 39	40 - 49	50 - 59
Strong Underweight	< 15	<16	< 17	< 18
Moderate Underweight	15 - 16	16-17	17 - 18	18 - 19
Light Underweight	16 , 17,5	17 - 18,5	18 - 19,5	19 - 20,5
Healthy weight	17,5 - 24	18,5 - 25	19,5 - 26	20,5 - 27
Starting adipositas	24 - 29	25 - 30	26 - 31	27 - 32
Adipositas grade 1	29 - 34	30 - 35	31 - 36	32 - 37
Adipositas grade 2	34 - 39	35 - 40	36 - 41	37 - 42
Adipositas grade 3	> 39	> 40	> 41	> 42

Chances for Professional Success

Goals

* GUE instructors should have a fair chance to have a **good professional success**.

* For this, they should be **able to find students** for enough classes to fit their specific needs/goals.

* GUE instructors should have a **strategy and plan** for how to find new students and build and/or maintain communities.

* GUE instructors should **conduct classes in a professional setting**, including proper classroom setup (e.g., not exclusively teaching out of a vehicle), pool access when necessary, access to equipment for students, and reasonable access to needed dive sites.

* GUE instructors **cooperate locally and internationally** with other GUE instructors, communities, and affiliates, as well as other representatives of the diving industry, in a fair and professional manner.

Candidate Assessment Criteria	
Connection to shops/clubs and logistics to run courses	
<i>**Select ONLY 1 option per section.</i>	
Candidate can provide for professional classes (needed locations, equipment, standard gases, professional teaching environment - classrooms, pools).	<input type="checkbox"/>
Candidate can provide all above and is well connected to a dive center, shop or club.	<input type="checkbox"/>
Candidate owns, is employed at or cooperates formally with GUE dive center / shop and can accomodate all above.	<input type="checkbox"/>
TOTAL OF SECTION	0.0

Candidate Assessment Criteria	
Exposure to students and GUE instructors (prior to the IE at the latest)	
<i>**Select ONLY 1 option per section.</i>	
Candidate meets the standard for observations and/or internships.	<input type="checkbox"/>
Candidate has plans to or has already interned with different instructors.	<input type="checkbox"/>
The above, plus they have the recommendation of an IT/IE and/or is being mentored by a GUE instructor.	<input type="checkbox"/>
TOTAL OF SECTION	0.0

Candidate Assessment Criteria	
Community	
<i>**Select ONLY 1 option per section.</i>	
Candidate is only connected to a few GUE divers; may have been part of a community in the past.	<input type="checkbox"/>
Candidate is an active part of their community; is positive and interested in growth of the community.	<input type="checkbox"/>
Candidate is working in the interest of the GUE community and organization. e.g., enlarging the community, building new community, connecting communities. Cooperates and supports other instructors and communities.	<input type="checkbox"/>
TOTAL OF SECTION	0.0

AVERAGE OF THE SECTIONS	0.00
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