
QUALIFICATION PROCESS FOR PEACE CORPS SERVICE

Peace Corps and the Royal Thai Government are pleased that you accepted the invitation to serve as a Volunteer in Thailand. Before you are sworn in as a Volunteer, however, you must be sure that you are prepared to meet the unique challenges of working in Thailand, and Peace Corps must be assured of your competence and commitment to serve the full two-years in your respective project. You and Peace Corps must agree that you have adhered to the assessment and evaluation criteria and successfully achieved the competencies in each of the five major components: Technical, Language, Cross-Cultural, Health, and Safety & Security. These criteria and competencies can be found after the description of the assessment and evaluation process. You are also expected to follow all administrative policies and procedures throughout PST.

Trainee assessment is a continuous **process**. It is designed to recognize your success and to encourage you to review your own behavior, attitudes and abilities critically and prioritize those areas you deem as in need of development. Assessment activities are integrated across the training components providing opportunities for staff to give and receive feedback regarding your adjustment and progress. These activities include personal reflection and informal conversations with staff and peers, as well as more formal procedures.

Regular assessment and periodic evaluations during the PST are designed to assure that you meet all qualifications adequately and that you are able to serve successfully and productively as a Peace Corps Volunteer. Ideally, the PST will provide an atmosphere in which you will actively seek help and opportunities in achieving the necessary competencies so that you are adequately evaluated and supported in that endeavor.

While technical, language, cross-cultural, health and safety and security all have specific competencies which vary and are more easily measured, the other aspects such as adaptability, sensitivity, emotional maturity, productive competence, cultural awareness, and motivation, are as important, or perhaps, even more important. These are underlying principles that will guide us, as staff, in assessing your performance and communicating these assessments to you.

Our goal throughout the assessment process is to make learning and evaluation as equitable, open and direct as possible; you should always know where you stand at any point in training. Our job as staff will be to provide consistent and constructive feedback in order to ensure the appropriate support and guidance you require during the training process.

Ongoing assessment of your preparation to swear-in as a Peace Corps Volunteer will be based on your attendance and participation in training activities, completion of assignments and completion of individual or group projects. You will meet informally with staff whenever you would like to talk about your progress, pinpoint any areas of difficulty or opportunity and come up with an action plan for yourself. Staff will continually monitor your achievement of the training objectives.

The final determination as to whether you qualify for swearing-in as a Volunteer rests with the Peace Corps Country Director. The training staff makes recommendations based upon your performance and satisfactory attainment of the competencies in each

training component. If some competencies are not met, the staff will be asked whether or not they believe you will be able to acquire the deficient skills within a reasonable period of time.

Below is a step-by-step explanation of the assessment process that we will use, along with specific criteria and competency lists.

*A wise man adapts himself to circumstances as water shapes itself to the
jar that contains it.*

Chinese Proverb