

# REFERENCE RECORD OF SKILLS

## For volunteers and employees from european large carnivores conservation NGO'S

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EUROPÄISCHE VOLKSHOCHSCHULE  
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FOR WILDLIFE





[www.fapas.es](http://www.fapas.es)



[www.ferus.fr](http://www.ferus.fr)



[www.freundeskreis-wolf.de](http://www.freundeskreis-wolf.de)



[www.natagora.be](http://www.natagora.be)

## EDITORIAL

*The protection of large carnivores (bears, wolves, lynxes), threatened throughout Europe, is the subject of considerable debate and regular questioning. **European non-governmental organizations active in wildlife conservation play an important role in protecting these large carnivores** , in particular by opposing their detractors, sometimes to the public authorities, but also by ensuring a presence on the ground in the country through actions to improve cohabitation (awareness, support for pastoralism, plantation program ...).*

*The action of these European associations is indispensable today. It is based to a large extent on the commitment of motivated volunteer activists, who act on the ground alongside employees. **For issues of legitimacy and effectiveness of these NGOs, it is necessary to offer all our European volunteers the opportunity to learn about the different aspects inherent to the presence of large carnivores in our territories. This is the goal of our project "European Popular Wildlife University" whose goal is to create a MOOC "Massive Open Online Course" on large predators in Europe.***

*By training the volunteers and employees of large carnivore protection associations, the European popular University for Wildlife will help improve the quality of their actions and strengthen international cooperation between associations active in the field.*

*In order to propose a complete MOOC, **the first step of the project was to establish a "reference skills" for volunteers and employees of organizations working for the protection of major predators in Europe** . For this purpose, a survey was disseminated to the identified organizations, in order to better identify the different profiles of the volunteers, the different field situations that may be encountered, the training courses set up by these organizations and the training needs. It is from these returns that this reference skills has been built. **FAPAS, FERUS, FFW and Natagora thank the European organizations that took the time to respond to our survey.***

### To consult :

- Annex 1: survey and accompanying email (available in 4 languages: FR / EN / SP / GR)*
- Annex 2: Response Assessment Document (available in 4 languages: FR / EN / SP / GR)*
- Annex 3: Summary of survey results (FR only)*

*This skill referential is also available in French, in Spanish and German.*

## **REFERENTIAL OF SKILLS FOR VOLUNTEERS AND EMPLOYEES OF ORGANIZATIONS FOR LARGE CARNIVORES**

*This repository aims to constitute a basis for the creation of the future MOOC "large carnivores" by identifying the different knowledge, know-how and soft-skills to be necessary to work on large carnivores protection. It is important to keep in mind that all of this knowledge / know-how / soft-skills **can not be treated in the MOOC**, by the nature of the tool (online course) which is not adapted to the acquisition of certain knowledge or lack of human resources to deal with these themes. **An order of priority will be given** to deal with the different themes of the MOOC, and it will be enriched with time. Similarly, field training may be proposed by the project partners and links to existing training will be proposed to volunteers / employees who want complete these courses online.*

*The first part of this competency framework is dedicated to identified knowledge and know-how. As a first step, a table presents the main themes to be tackled and the different corresponding skills. Then, each theme is included in a specific sheet, presenting the results indicators, presentation and evaluation possible in the MOOC "Large carnivores", the target audience and any other remarks / comments.*

*The second part of the competency framework is devoted to the soft-skills. Skills identified in this category will not be developed in the MOOC.*

*4 types of public have been identified for the construction of this repository:*

- *adherent or sympathizer*
- *Volunteer engaged*
- *Administrator*
- *Employed (e)*

## A- KNOWLEDGES AND KNOW-HOW

=> For more details, refer to the thematic sheets, presented after the table.

THEMES	TYPE OF KNOWLEDGE	SKILLS	DEFINITION OF SKILLS
<b>KNOWLEDGE OF LARGE CARNIVORES</b>	knowledges	The large European Carnivores and their way of life: wolf, bear, lynx (+ golden jackal and wolverine)	To know the criteria of identification / biology / behavior / habitats / ecological role / history and evolution of the population / geographic distribution
	knowledges	Traces and presence indicators	To recognize and identify large carnivores presence indicators
<b>MONITORING OF LARGE CARNIVORES</b>	knowledges	The existing monitoring methods and networks	To know the monitoring methods and the networks in Europe. Examples of the Loup-Lynx network in France or the Brown Bear network
	knowledges / Know-how	Behavior to adopt in the presence of large carnivores	To know how to react in case of meeting with a LC and to know how to respect its space
	Know how	To move in a natural environment including mountain	To be able to move safely, especially in the mountains: to know the basics of meteorology, safe behavior, planning a hike, equipment to take
	Know how	To recognize a situation of endangering a large predator (anti-poaching vigilance)	To know the legislation in term of trap - to know to recognize the potential threats for the wildlife (trap, poison, baits ...), how to react and who to contact
<b>LEGISLATION AND REGULATIONS</b>	Know how	Using tracking tools: harvesting clues, setting camera-traps	To collect clues without compromising them and pass them on to the relevant departments. To know the different traps photos, to know to choose one's trap, authorization, right and obligation, installation and security
	knowledges	Legislation and regulations concerning the protection of large carnivores at national and European level	General knowledge of Nature Protection Knowledge of National and European regulations for large predators Knowledge of important case law Complaint procedures, court seizure Authorized organizations in case of crime Legal framework of what a volunteer in an association can do
<b>MAN AND THE LARGE CARNIVORES</b>	knowledges	Myths and realities / Danger for Man	To know the different representations of the GPs, the state of the litterature about the attacks on the man over the centuries and currently
	knowledges	philosophical approach and environmental ethics	knowledge of the philosophical and ethical fundamentals of wildlife protection in order to consolidate / deepen our discourse and commitment
<b>MANAGEMENT AND CONSERVATION OF LARGE CARNIVORES IN EUROPE</b>	knowledges	European large carnivores Management	To Know the protection status of large carnivores in Europe Know the large carnivores Conservation Plans in Europe Knowledge of European associative networks
	knowledges		Understand the notions of : Natural Return- Introduction / Reintroduction- Rewilding
<b>PASTORALISM AND PROTECTION OF FLOCKS IN EUROPE</b>	knowledges	The different types of pastoralism in France and Europe	Know the different types of pastoralism in France and Europe: history, farming systems, economy, roles, ecological impacts and nature management, constraints, evolution
	knowledges	Sheep farming	To know the European aids, economy of meat / milk sector, evolution of the national herd ...
	knowledges and know-how	Flocks protection	To know the techniques and the means of protection of the domestic herds against the attacks, in particular the dogs of protection
	knowledges	Programs farming assistance (institutional / associative)	Know the measures of aid to farmers against predation, put in place by

<b>PASTORALISM AND PROTECTION OF HERITAGE IN EUROPE</b>	Know-how	Implementation of protection measures for farmers	governments and / or associations (example of PastoraLoup, the french National Wolf Plan, wolf fencing team ....) To be able to implement (or participate in the implementation of) protection measures with the breeder and pose material adapted to the local context
<b>HUMAN ACTIVITIES AND LARGE CARNIVORES</b>	knowledges	The actors / human activities concerned / impacted by the return of large carnivores (elected officials / hunters / tourism / forestry, apiculture / economic and tourist valorisation ...) Large predators : an asset for the territory	To identify European examples of positive / negative interactions between human activities and Great Predators To know European examples of valorization of the presence of the big predators
<b>CONFLICT MANAGEMENT</b>	Know-how	Manage conflict situations	To be able to have a constructively dialogue, defuse conflict, reach consensus, end counter-productive conversation
	knowledges	Know the arguments of opponents to large carnivores	To know the arguments of opponents to the GP and know how to analyze and respond
<b>PEDAGOGY AND ANIMATION</b>	knowledges	Approach and educational tools in nature animation for the adult / young audience	Has basic knowledge of the different pedagogical approaches and their application
	Know how	Creation of a nature animation on the GP	Know the steps : specifications / preparation grid / schema / scenario / evaluation
	Know how	Use of existing teaching tools	Take ownership of existing animation tools and be able to use them in front of different audiences
<b>COMMUNICATION</b>	knowledges	Knowledge of the subject / Large carnivore pitch	know the most common questions on large carnivores and how to answer them
	Know how	Design communication tools	Know how to use office and multimedia tools (power point, photo software, videos ...)
<b>COMMUNICATION</b>	Know how	Oral expression Know how to organize an awareness campaign and / or a field survey	To be able to speak in front of an audience, to popularize and synthesize your speech, To know how to approach / mobilize the general public for a cause Steps to Organize an Awareness Campaign / Engaging Communication vs. Persuasive Communication / Developing a Field Survey / Examples of Parole de Loup/Parole d'ours
<b>RESOURCES (BIBLIOGRAPHIC / WEB / TRAINING)</b>	knowledges	Know the resources available on the topic of large predators	Being able to seek additional information or to train himself
<b>ASSOCIATION : capacity development of associations</b>	knowledges	Invest in an association	To join an association / volunteer / administrator status
	Know how	Financing research Optimize the communication of our associations	To know the main financing mechanisms, the institutional and financial partners, in order to mobilize them. Fit a presentation folder. To create your visual identity, build your communication plan, communicate on the web and for the media
		Functioning and animation associative life	To lead an association: role and responsibilities, recruit volunteers, animate a community

## **THEMATIC SHEET: "KNOWLEDGE OF LARGE CARNIVORES"**

### **TRAINING MODULE :**

To know the Large European carnivores and their way of life: wolf, bear, lynx (+ golden jackal and wolverine)

### **PUBLIC:**

For all public: members & sympathizers / Volunteer / director / employee

### **INDICATORS OF RESULT:**

This knowledge is mastered and used spontaneously during an intervention or an action within the association. They are regularly updated (readings, contacts, training ...) and can be passed on to others.

### **TOOLS ENVISAGED IN THE MOOC:**

Theoretical courses for each species (courses, videos, maps, downloadable documents, links)

### **EVALUATION IN THE MOOC:**

MCQ, games + final evaluation on all modules

### **RELEVANCE / PRIORITY in the MOOC: +++**

### **FIELD WORKSHOP: NO**

### **COMMENTS: Module to update regularly**

## THEMATIC SHEET "LARGE CARNIVORES MONITORING"

### TRAINING MODULE:

1. Know and identify large carnivores presence indicators
2. To know the large carnivores monitoring methods and the organization of networks in Europe. Examples of the Loup-Lynx network in France or the Brown Bear network, other countries?
3. To Know how to react in case of meeting with a large carnivore and know how to respect his space
4. To be able to move safely, especially in the mountains: to know the basics of meteorology, safe behavior, planning a hike, equipment to have
5. To recognize poaching situation and to know the legislation in term of trap - to know to recognize the potential threats for the wildlife (trap, poison, baits ...), how to react and who to contact
6. To be able to collect clues without compromising them and to transmit them to the competent services. To know the different traps photos, to know to choose one's trap, authorization, right and obligation, installation and security

### PUBLIC:

Modules 1, 2 and 3: All public (members & supporters / Volunteer / administrator / employee)

Modules 4, 5 and 6: Volunteer / employee

### INDICATORS OF RESULT:

Common: The knowledge is mastered and used spontaneously during an intervention or an action within the association. They are regularly updated (readings, contacts, training ...) and can be passed on to others.

Module 4: Being able to organize its "excursion" exit in the footsteps of large carnivores in complete safety

Module 5: In the field, the volunteer / employee is able to recognize an attempt to poach and alert the services concerned

Module 6: Presence indices are harvested and usable for the monitoring of the species

### TOOLS ENVISAGED IN THE MOOC:

Theoretical classes, situation videos, advice sheets, downloadable documents and links.

### EVALUATION IN THE MOOC:

MCQ, Games, photo index studies, inter-module final evaluation

**RELEVANCE / PRIORITY in the MOOC:** Modules 1, 2, 3, 5 +++ and Modules 4, and 6 ++

**FIELD WORKSHOP:** YES for modules 1, 4, 5 and 6 .



## THEMATIC SHEET "LEGISLATION AND REGULATION"

### TRAINING MODULES:

1. Knowledge of Nature Protection legislation in general
2. Knowledge of National and European regulations for large predators
3. Knowledge of important case law for large predators
4. Complaint procedures, court seizure
5. Authorized organizations in case of crime
6. Legal framework of what a volunteer in an association can do

### PUBLIC:

All public (members & sympathizers / Volunteer / administrator / employee)

### INDICATORS OF RESULT:

The knowledge is mastered and used spontaneously during an intervention or an action within the association. They are regularly updated (readings, contacts, training ...) and can be passed on to others.

### TOOLS ENVISAGED IN THE MOOC:

Theoretical courses, downloadable documents and links.

### EVALUATION IN THE MOOC:

MCQ, inter-module final evaluation

**RELEVANCE / PRIORITY in the MOOC:** 2, 3, 5 :+++ and 1, 4 and 6 : ++

**FIELD WORKSHOP:** NO

**COMMENTS :** Modules to update according to changes in legislation

## **THEMATIC SHEET "MAN AND THE GREAT PREDATORS"**

### **TRAINING MODULES:**

1. To know the different representations of the large carnivores, the state of the literature of the attacks on the man over the centuries and currently.
2. Knowledge of the philosophical and ethical fundamentals of wildlife protection in order to consolidate / deepen the discourse and commitment of the associations

### **PUBLIC:**

General public: members & sympathizers / Volunteer / director / employee

### **INDICATORS OF RESULT:**

This knowledge is mastered and used spontaneously during an intervention or an action within the association. They are regularly updated (readings, contacts, training ...) and can be passed on to others.

### **TOOLS ENVISAGED IN THE MOOC:**

Theoretical courses for each species (courses, videos, downloadable documents, links)

### **EVALUATION IN THE MOOC:**

MCQ + inter-module final evaluation

**P**ERTINENCE / **P**RIORITY in the MOOC: Module 1 and 2 ++

**F**IELD WORKSHOP: NO

**C**OMMENTS:

## **THEMATIC SHEET "MANAGEMENT AND CONSERVATION OF MAJOR PREDATORS IN EUROPE"**

### **MODULES OF TRAINING:**

1. To Know the status of protection of big predators in Europe
2. To Know the large carnivores Conservation Plans in Europe
3. to Know the European networks of associations of protection of the large carnivores
4. To Understand the notions of : Natural Return- Introduction / Reintroduction-Rewilding

### **PUBLIC:**

all the public: members & sympathizers / Volunteer / administrator / employee

### **INDICATORS OF RESULT:**

This knowledge is mastered and used spontaneously during an intervention or an action within the association. They are regularly updated (readings, contacts, training ...) and can be passed on to others.

### **TOOLS ENVISAGED IN THE MOOC:**

Theoretical classes for each species (videos, downloadable documents, links, interactive maps)

### **EVALUATION IN THE MOOC:**

MCQ + inter-module final evaluation

**P**ERTINENCE / **P**RIORITY in the MOOC: Module 1 and 2 : +++ Module 3 and 4: ++

**F**IELD WORKSHOP: NO

**C**OMMENTS: Modules to be updated according to the evolution of the protection statutes and conservation plans.

## **THEMATIC SHEET " PASTORALISM AND PROTECTION OF FLOCKS IN EUROPE"**

### **TRAINING MODULES:**

1. To know the different types of pastoralism in France and in Europe: history, farming systems, economy, roles, ecological impacts and management of nature, constraints, evolution.
2. To know the European aids, economy of meat / milk sector, evolution of the national herd ...
3. To know the techniques and the means of protection of the domestic herds against the attacks, in particular the protection dogs.
4. To Know the measures of aid to farmers against predation, put in place by governments and / or associations (example of PastoraLoup, the French National Wolf Plan, wolf fencing team ....).
5. To Be able to implement protective measures (or participate in the implementation) of protective measures with the breeder and pose material adapted to the local context.

### **PUBLIC:**

All public: members & supporters / Volunteer / administrator / employee except module 5: volunteer / employee

### **INDICATORS OF RESULT:**

This knowledge is mastered and used spontaneously during an intervention or an action within the association. They are regularly updated (readings, contacts, training ...) and can be passed on to others. The volunteer can intervene in the field to support the breeder.

### **TOOLS ENVISAGED IN THE MOOC:**

Theoretical courses (downloadable documents, links) + videos of situation / concrete examples + links to existing field formations.

### **EVALUATION IN THE MOOC:**

MCQ + inter-module final evaluation

**RELEVANCE / PRIORITY in the MOOC:** All modules : +++

**FIELD WORKSHOP:** YES. Module 3: Farm Visit + Module 5 PastoraLoup Field Workshop for example

**COMMENTS:** .

## **THEMATIC " HUMAN ACTIVITIES AND LARGE CARNIVORES"**

### **TRAINING MODULE:**

1. To identify European examples of positive / negative interactions between human activities and large carnivores
2. To know European examples of valorization of the presence of the large carnivores

### **PUBLIC:**

General public: members & sympathizers / Volunteer / administrator / employee

### **INDICATORS OF RESULT:**

This knowledge is mastered and used spontaneously during an intervention or an action within the association. They are regularly updated (readings, contacts, training ...) and can be passed on to others.

### **TOOLS ENVISAGED IN THE MOOC:**

Examples of various situations in Europe and illustration videos

### **EVALUATION IN THE MOOC:**

MCQ + inter-module final evaluation

**RELEVANCE / PRIORITY in the MOOC:** Module 1 and 2 +++

**FIELD WORKSHOP:** NO

**COMMENTS:** to enrich with the time

## thematic sheet "CONFLICT MANAGEMENT"

### TRAINING MODULE:

1. To know the arguments of opponents to the large predators and to know how to analyze and respond.
2. To be able to constructively dialogue, defuse a conflict situation, reach consensus, end a counterproductive conversation.

### PUBLIC:

Module 1: Everyone: Members & Sympathizers / Volunteer / Administrator / Employee

Module 2: Volunteer / Administrator / Employee

### INDICATORS OF RESULT:

Module 1: This knowledge is mastered and used spontaneously during an intervention or an action within the association. They are regularly updated (readings, contacts, training ...) and can be passed on to others.

Module 2: Exceeded or resolved conflicts, a dialogue establishes

### TOOLS ENVISAGED IN THE MOOC:

Module 1: questions / answers

Module 2: Theoretical courses + Practical videos + link to field training

### EVALUATION IN THE MOOC:

MCQ + inter-module final evaluation

**RELEVANCE / PRIORITY in the MOOC:** Module 1 and 2 +++

**FIELD WORKSHOP:** YES Example: role play, conflict situation management

**COMMENTS:**

## THEMATIC SHEET "PEDAGOGY AND ANIMATION"

### TRAINING MODULE:

1. To have basic knowledge of the different pedagogical approaches and their application.
2. To know the steps to create an animation : specifications / preparation grid / schema / scenario / evaluation.
3. To Take ownership of existing animation tools and to be able to use them in front of different audiences.

### PUBLIC:

Volunteers and employees

### INDICATORS OF RESULT:

Module 1: This knowledge is mastered and used spontaneously during an intervention or an action within the association. They are regularly updated (readings, contacts, training ...) and can be passed on to others.

Module 2: The volunteer / employee is able to create an animation and evaluate his work (objectives achieved or not)

Module 3: The volunteer / employee is able to use educational tools presented to him and to intervene before an audience. The educational objectives are achieved.

### TOOLS ENVISAGED IN THE MOOC:

Module 1: Theory Courses

Module 2: Theoretical lessons (videos, downloadable documents, links to trainings)

Module 3: Example-sheets of animations on the large carnivores.

### EVALUATION IN THE MOOC:

MCQ + inter-module final evaluation

**RELEVANCE / PRIORITY in the MOOC:** Module 1 and 2 : +    Module 3 : +++

**FIELD WORKSHOP:** According to the possibilities for module 3

### COMMENTS:

## THEMATIC SHEET "COMMUNICATION"

### TRAINING MODULE:

1. to Know the most common questions about GPs and know how to answer them.
2. To Know how to use office and multimedia tools (power point, photo software, videos ...).
3. to Know how to speak in front of an audience, popularize and synthesize your speech, Know how to approach / mobilize the general public for a cause.
4. To know the steps to organize an awareness campaign / Engaging communication vs. persuasive communication / Develop a field survey / examples of Parole de Loup et Parole d'ours .

### PUBLIC:

Module 1: Everyone

Module 2, 3: volunteer / administrators / employees

Module 4: Administrators / Employees

### INDICATORS OF RESULT:

Module 1: This knowledge is mastered and used spontaneously in the exercise of the function. They are regularly updated (readings, contacts, training ...) and can be passed on to others.

Module 2: Is autonomous in the use of tools and is able to exploit the features.

Module 3: is able to take the floor, to hold a speech constructed and argued in the context of a public intervention (meeting, animation, conference, interview ...).

Module 4: Is able to organize an effective awareness campaign or a field survey meeting the objectives set.

### TOOLS ENVISAGED IN THE MOOC:

Module 1: Argumentary questions and answers

Module 2: Web Links or Other MOOCs

Module 3: Theoretical lessons (videos, downloadable documents, links)

Module 4: Theoretical lessons (videos, downloadable documents, links)

### EVALUATION IN THE MOOC:

MCQ + inter-module final evaluation

**P**ERTINENCE / **P**RIORITY in the MOOC: Module 1 and 3: +++      Module 2 and 4 : +

**F**IELD **W**ORKSHOP: Parole de Loup/Parole d'ours Workshop

### COMMENTS:



## THEMATIC SHEET "RESOURCES (BIBLIOGRAPHIC / WEB / TRAINING)"

### **TRAINING MODULE :**

To be able to seek additional information or to train itself.

### **PUBLIC:**

General public: members & sympathizers / Volunteer / administrator / employee

### **INDICATORS OF RESULT:**

This knowledge is mastered and used spontaneously in the exercise of the function. They are regularly updated (readings, contacts, training ...) and can be passed on to others

### **TOOLS ENVISAGED IN THE MOOC:**

Web links, pdf to download

### **EVALUATION IN THE MOOC:**

No evaluation

### **RELEVANCE / PRIORITY in the MOOC: +++**

### **FIELD WORKSHOP:**

**COMMENTS:** Regular update

## **THEMATIC SHEET " ASSOCIATION : capacity building of associations"**

### **TRAINING MODULE:**

1. To join an association / volunteer / administrator status
2. To know the main financing mechanisms, the institutional and financial partners, in order to mobilize them. To Fit a presentation folder.
3. To create your visual identity, build your communication plan, communicate on the web and for the media
4. To Lead an association: role and responsibilities, recruit volunteers, animate a community

### **PUBLIC:**

Module 1 : Everyone: Members & Sympathizers / Volunteer / Administrator / Employee

Module 2, 3 and 4: administrator / employee

### **INDICATORS OF RESULT:**

Module 1: Projects and structure management in line with associative values and operating rules

Module 2: Funding files are compliant

Module 3: the association is easily identifiable, number of followers on social networks, resumption of press releases in the media

Module 4: Volunteers and active directors, involved and competent in the subjects they are responsible for

### **TOOLS ENVISAGED IN THE MOOC:**

Theoretical courses, web links, pdf to download, links to existing MOOC

### **EVALUATION IN THE MOOC:**

No evaluation

### **RELEVANCE / PRIORITY in the MOOC: +**

### **FIELD WORKSHOP:**

### **COMMENTS:**

## ***B- SOFT-SKILLS***

=> Not treated in the MOOC but worked in the field workshops. Having taken some courses in the MOOC will be a condition for registration in the field workshops.

<b>SKILLS</b>	<b>DEFINITION OF SKILLS</b>	<b>INDICATORS OF RESULTS</b>	<b>PUBLIC</b>
Team work	is able to integrate and collaborate in a working group or in a partnership project	Multi-partner projects that progress with positive results / Integrates easily and behaves in solidarity with the group	For all
Strength of proposal, initiative	is able to propose ideas, to undertake actions, to organize his work in new situations	Proposal for new projects, new actions	volunteer/ administrator / employee
Dynamism in the face of a group	is able to carry out his interventions with enthusiasm and energy to arouse interest from his interlocutors	An audience that is interested, attentive, participates	For all
Incarnation of the image and values of associations	is able to convey a good image of the association represented and to present, carry and defend its values and goals during its interventions	a good image of associations with partners and the public	For all
Adaptation	is able to adapt and adapt his speech according to the situation encountered and according to the public (general public, breeders, hunters, elected officials ...)	clear and relevant exchanges, a dialogue established between the different actors	For all
Oral expression	Fluency in speaking, ability to express oneself in public	clear and relevant oral services, passing messages	For all
Relationship with interlocutors	Listening and dialogue skills, open-mindedness, curiosity	dialogue with his interlocutors in a constructive spirit, is in active listening to expectations and needs, accepts that the other is not the same opinion	For all
Sense of responsibility and commitment	is able to keep his goals	Objectives achieved	For all