

Validation Phases

Phase 1: Identify Draft Competencies and Rubrics (Jan-March)

1. Working group drafts DAF conflict management rubric (literature review, competency libraries)
2. Expert panel of 4-5 USAF NDR practitioners on draft competencies and behaviors (week of Feb. 13)
3. Leadership Review (week of March 13)

Phase 2: Refine Competencies and Rubrics (April)

1. Survey with external SMEs and Interagency ADR Working Group (Agencies/Experts)
2. Focus groups on peer-to-peer and leader competencies and behaviors with USAF leaders (team, organization, enterprise), Academics, Program Managers, and “catch all” group
 - Present draft and get response
 - Discussion of relevancy, importance, and sufficiency of specific competencies to the overall conflict management cluster; competency name, competency definition, proficiency levels, and behaviors associated with each competency
3. Focus groups on NDR practitioner competencies and behaviors with USAF leaders and NDR practitioners (same discussion)
4. Submit survey for approval

Phase 3: Validate Importance and Competency Level (May)

1. Survey with larger, more representative cross-section of Air Force leaders (team, organization, enterprise) and NDR practitioners of different ranks/grades and career field functions.
 - *Correspondence to DAF conflict management competency definitions:* “For each behavior, select the competency that it most closely corresponds to, or N/A if the behavior does not correspond to any of those listed.”
 - *Importance to advance Air Force Conflict Management:* “Select the extent to which you view the behavior as important to advance DAF conflict management (High, Moderate, or Low Importance).”
 - *Group among which the behavior should be expected – all, team leaders, organization leaders, enterprise leaders, and practitioners:* “Select the group that should be expected to effectively demonstrate the behavior on the job. If the behavior should not be expected across any groups, select N/A.”

Phase 4: Finalize (and re-validate if needed) (June-July)