



**Dispute Resolution Center  
OF THURSTON COUNTY**

**40-HOUR PROFESSIONAL MEDIATION TRAINING PROGRAM**

**SYNOPSIS:**

This highly interactive forty-hour mediation training program is designed to acquaint adult learners with the philosophy, concepts, process model and specific behavioral skills needed to have a working knowledge of the role of a neutral mediator. The course material is presented through a variety of modalities including lecture, discussion, demonstration, small group activities and exercises, and participant role-plays with instructor and peer feedback. The concepts and skills taught in this training are easily transferable and are designed to improve communication and enhance relationships in all settings.

**LEARNING OBJECTIVES:**

By the end of 40 contact hours participants will:

- be familiar with the origins and widespread application of community-based mediation
- be familiar with pertinent laws including RCW 7.75 and the Uniform Mediation Act
- understand the practical uses of mediation as one model for dispute resolution
- understand the principles of interest-based negotiation
- understand case development and conciliation
- understand the role and ethics of serving as an impartial third party
- understand conflict theory and styles and the anger arousal cycle
- gain fluency and understanding of the impact of oppression and privilege on mediation
- be able to manage the heightened emotional climate during conflict between disputants
- perform the role of impartial mediator through all 8 stages of the mediation model
- perform basic and advanced mediation and facilitation communication skills
- develop specific skills for dealing with power imbalances
- understand the dynamics of co-mediation

**PRACTICUM AND CERTIFICATION PROGRAM:**

The DRC offers a practicum program for those who have completed our 40-Hour Professional Mediation Training and wish to continue building their skills. This program, offered to graduates for a reduced rate of \$50, includes the following steps:

- Completion of a take-home, open book exam.
- Observation of seven (7) or more full mediation cases.
- Completion of a mock mediation with a co-mediator at the same level of training, with coaching and feedback from DRC staff.
- Co-mediation of eight (8) or more full mediation cases with DRC Certified Mediators. Lead mediators mentor and evaluate mediators-in-training.
- Completion of twelve (12) or more hours of additional education.
- Certification upon approval of staff and lead mediators.

Those who wish to enter our practicum program but have taken mediation training elsewhere are charged a fee of \$175. Prior training is evaluated on a case by case basis to determine if it is comparable to ours. If the training is deemed comparable, the prospective trainee must complete our written exam (we do accept the University of Washington exam), before entering the practicum. Participants who join our practicum are eligible for discounts on future training offered by the DRC.