3B group mock: partner rating sheet

Date: Case: Participant rated: Rater:

Rate what you SEE and HEAR only. Y = clearly, more than once; P = partly or once; N = not seen. Then circle one anchor per competency (1 absent or harmful, 2 weak, 3 adequate, 4 good, 5 very good) and write one example with the minute. **Anchor 2 or below = below the 50% floor.** This is a practice check, not an ENAIRE score.

Competency (max / floor)	What to look for	Y	P	N	Anchor 1-5, one example (minute)
Teamwork 18 / 9	Steady contributions; not silent, not monopolising	☐	☐	☐	1 2 3 4 5
	Brings quiet people in; builds on others' ideas by name; no interrupting	☐	☐	☐	_____
	Disagrees with reason and proposal; accepts group choice and roles	☐	☐	☐	
Results orientation 18 / 9	Named the task, constraints and time split early	☐	☐	☐	1 2 3 4 5
	Checked the clock; moved a stalled talk forward	☐	☐	☐	_____
	Helped close with a concrete agreed output	☐	☐	☐	
Decision making 18 / 9	Named the top priority or constraint; used explicit criteria	☐	☐	☐	1 2 3 4 5
	Compared options, gave reasons, decided in time	☐	☐	☐	_____
	Did not trade safety or a hard constraint for speed	☐	☐	☐	
Flexibility and adaptation to change 18 / 9	Restated a change without defensiveness	☐	☐	☐	1 2 3 4 5
	Changed position for a better argument, in one sentence	☐	☐	☐	_____
	Led or supported as the group needed	☐	☐	☐	
Organisational commitment 18 / 9	Framed choices around safety, service and the shared goal, not winning	☐	☐	☐	1 2 3 4 5
	Respected the rules of the scenario; owned an own error	☐	☐	☐	_____
	Natural, no role acting; showed empathy for others' position	☐	☐	☐	hard to see in a group: rate what you can
Resilience 15 / 7.5	Recovered within about a minute after a setback	☐	☐	☐	1 2 3 4 5
	Did not go silent or withdraw after a challenge	☐	☐	☐	_____
	Kept a constructive tone after disagreement	☐	☐	☐	
Stress management and pressure tolerance 15 / 7.5	Calm voice, pace and posture as the clock ran down	☐	☐	☐	1 2 3 4 5
	Visible coping (pause, breath, structure); no rushing or blanking	☐	☐	☐	_____
	Handled interruptions; kept spare capacity to help others	☐	☐	☐	

Keep (do again)	**Drop** (stop)	**Try next time** (one thing only)

Competency names, maxima and 50% floors: ENAIRE Annex IV, 31-03-2026 (official). The behaviours are drawn from EUROCONTROL 2001 guidelines section 4.3, the EUROCONTROL/MUAC recruitment page, ENAV and Airways selection advice, ICAO Doc 10056 example behaviours and assessment-centre guidelines, or are the author's synthesis; ENAIRE publishes no behavioural indicators and does not say which exercise feeds which competency. Full sources and marks: observable-behaviors-checklist.md.