



ASSESSOR CREDIBILITY: BUILT OR LOST

Credibility is built through consistency — and lost much faster

CREDIBILITY IS BUILT BY

Consistent, transparent, developmental practice

Well-reasoned decisions

Assessment decisions that are clearly explained, linked to criteria and professionally justified.

Useful, specific feedback

Feedback that is criterion-referenced, timely and helps the learner understand next steps.

Reliable, clear records

Documentation that another practitioner could follow without additional explanation.

Active standardisation

Regular participation in standardisation that tests and aligns judgement across the team.

Current knowledge and CPD

Maintaining occupational and assessment currency through active professional development.

CREDIBILITY IS LOST BY

Habits, complacency and defensiveness

Overclaiming expertise

Presenting confidence beyond actual current knowledge, especially in a changing sector.

Drifting out of date

Relying on past qualifications or habits without refreshing practice or knowledge.

Vague or unclear feedback

Comments that do not link to criteria or give the learner a clear path to improvement.

Treating assessment as routine

Completing paperwork without genuine scrutiny of evidence or professional rationale.

Defensiveness under scrutiny

Resisting quality assurance rather than welcoming it as part of professional practice.



Strengthen your professional credibility as an assessor or IQA

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