

A GIFTED FACILITATOR

A Gifted Facilitator creates an environment where people want to work together

- Uses effective interpersonal skills
- Demonstrates “unconditional positive regard”
- Embraces diversity and ensures inclusiveness
- Creates a climate of trust
- Injects fun and play into group convenings
- Celebrates accomplishments

A Gifted Facilitator mentors and nurtures the group

- Coaches group members in defining and fulfilling their roles
- Supports group members to participate fully and meaningfully
- Acknowledges and recognizes individual and group participation

A Gifted Facilitator is concerned with the group’s learning

- Uses multiple methods
- Is responsive to the group’s pace
- Awakens group energy or calms group tension when needed

A Gifted Facilitator is organized

- Clarifies group’s goals and objectives
- Creates a common knowledge base
- Provides timely information and orients group members
- Is on time; starts and ends meetings on time

A Gifted Facilitator is able to make the group’s process understandable to all its members

- Effectively summarizes and reports on group work
- Maintains records of process and accomplishments

A Gifted Facilitator honors and protects the group’s process

- Prevents group conflict; deals with group conflict as it arises
- Assists in choosing and employing effective decision-making processes
- Identifies and eliminates barriers to goal achievement
- Reflects on group accomplishments and benchmarks