Facilitator Self Assessment & Activity

Setup

Have Facilitator Self Assessments and "I Can Help with That" worksheet printed for each participant (included below).

HOW IT WORKS:

1. Give everyone some time to take the Facilitator Self Assessment.
2. Have everyone identify **one strength** and **one growth area** that they are willing to share with the group. This can be something from the self assessment or something relevant they want to add.
3. Choose a volunteer to go first. This person will stand up in front of the room and share according to the following sentence frames:
   - One of my strengths is _____
   - Something I'd like help working on is _____.
   - If they'd like, they can add in some context/details about what they have shared.
4. Then, someone from the group will say "I can help with that" or "I'm not sure, but I think I can help with that." That person will then get up and stand next to the person. From there, they will read their strength and growth areas.
5. This process will continue until everyone has someone who they are helping AND someone who is helping them (the group will be standing in a circle). Make a note of who is standing to your left and right.
6. Now, count off by twos in the circle.
   - Review reminders and tips
   - ROUND 1: The 1s will have 10 minutes to help their 2s
   - ROUND 2: After 10 minutes, the 2s will have 10 minutes to help their 1s
7. After each round, give time for people to share nuggets of wisdom they gained from the conversation.

FACILITATOR SELF ASSESSMENT

Here is a list of key characteristics of successful facilitators and leaders. No one person is strong in all areas. Each person builds on strengths while addressing areas requiring growth. Review the list and reflect on those characteristics that are your strengths. Then think about those which will be a challenge for you.

	this is hard for me	I'm OK at this	this is one of my strengths
Good listening skills			
Non-judgmental			
Focused, good eye contact			
Organized and on time			
Patient			
Observant			
Genuinely enthusiastic			
Well prepared, competent			
Confident			
Willing to learn and grow			
Good sense of humor			
Articulate and professional			
Assertive			
Open and friendly			
Able to paraphrase others' words			
Comfortable with conflict			
Comfortable with silences			
Flexible			

I CAN HELP WITH THAT

Step 1: Give your partner time to re-state what they are hoping to get your help with. Remember to actively listen and avoid judgment.

Step 2: Ask any clarifying questions to help you understand your partner and their goal better. You can also say something like, "It sounds like you are looking for help with_____, did I get that correct?"

Step 3: Some sentence stems that could help your conversation:

- "I relate to that because..."
- "Something that helped me was..."
- "One idea you could try is..."
- "Why do you think..."
- "Have you ever thought about..."

Listen Actively. Maintain eye contact, nod, and ask clarifying questions if needed.

Encourage and Validate. Acknowledge their strength and effort. Offer encouragement and remind them that growth takes time.

Share Constructively. If you have experience with their growth area, share tips or strategies that have helped you in a similar situation.

Ask, Don't Assume. Instead of assuming what they need, ask questions like, "What has worked for you before?" or "How can I best support you?"

Stay Solution-Oriented. Focus on practical and actionable suggestions rather than just discussing challenges.

Be Mindful of Time. Use the 10 minutes wisely. Stay on topic and ensure your partner has space to share and reflect.

Follow Up If Possible. If relevant, check in later to see how things are going. Support doesn't have to end after the activity.