

## Fresh Start Facilitator Competencies Self-Assessment

**Part I:** Rate yourself on a scale from 1 to 4: 1 = no knowledge/skill; 2 = some knowledge/skill; 3 = competency in area; 4 = expert knowledge/skill

<b>Interpersonal and Facilitation Skills</b>	<b>Rating</b>
Ability to build atmosphere of trust and openness	
Ability to actively listen to others	
Ability to read group dynamics and respond appropriately	
Ability to help both individuals and groups clarify and express their values and ideas	
Ability to assess impact of own behavior on group and make adjustments if needed	
Ability to manage differences within the group	
Ability to summarize group discussion	
Ability to ask for and receive feedback	
Awareness of personal cultural heritage and its impact on values and behavior	
Ability to make appropriate content and feeling responses to others in terms of their observed or stated needs	
<b>Design Skills</b>	
Ability to modify modules as necessary to meet needs of participants	
Flexible – able to change plans to meet emerging situations	
Organized – able to plan and implement multiple session format	
Ability to attend to detail	
Ability to devise forms, etc., to aid evaluation	
<b>Knowledge</b>	
Theory of group development and dynamics	
Change and transition theory	
Organizational systems theory – impact of entering a new system	
Knowledge of cultural underpinnings of perceptions, values, and behavior	
Adult learning principles	

**Part II:** Tell us about your experience facilitating small groups.  
Do you do small group facilitation on a regular basis? In what context?

How long have you been involved in group facilitation?

Fresh Start modules are designed in PowerPoint. How often do you use PowerPoint?

How comfortable are you using PowerPoint on a scale from 1 (I know nothing about PowerPoint) to 4 (I regularly design and make presentations using PowerPoint)?

What other experience do you have that relates to the skills needed to facilitate Fresh Start?

*Your responses will be kept confidential and will be used to design the agenda for your Fresh Start training session. Please complete this form and bring it with you to the training event.*