

Individual Facilitator Self-Assessment Form

What is your assessment of your ability to facilitate an intergroup dialogue?

Rating Scale 1-5 with 1=Poor 5 =Excellent

Rate your present ability in the following areas:

1. Being Present with Dialogue Participants

- a. ___ Hearing participant needs
- b. ___ Assessing participant emotions
- c. ___ Assessing participant obstacles to authentic engagement
- d. ___ Assessing the conflicts in the room
- e. ___ Inviting (positively push) participants to address their needs, share their engagement obstacles, explore their conflicts, and be authentic

2. Facilitating, Not Teaching

- a. ___ Guiding the process, not teaching content, moral or ethics
- b. ___ Not giving the participants moral or ethical advice in terms of how they should be in the dialogue and/or world
- c. ___ Accepting the participants' state of being ("good" or "bad")
- d. ___ Promoting introspection and self-awareness
- e. ___ Questioning of Participants

3. Facilitation of Dialogue

- a. ___ Developing the dialogue plan
- b. ___ Communicating with Participants
- c. ___ Managing of Participants
- d. ___ Managing/Encouraging of Conflicts
- e. ___ Modifying facilitation plans to meet the needs of the group (facilitator flexibility)

4. Posture of the Facilitator

- a. ___ Supporting needs of all participants
- b. ___ Being confident enough to accept feedback about facilitation from participants
- c. ___ Ability to elicit sufficient trust to encourage participation in dialogue
- d. ___ Managing your emotions as facilitator