Basic Facilitation Skills (3/23/26)

The fundamental role of a Facilitator is to create a safe, structured, and purposeful environment in which people can think clearly, speak honestly, listen respectfully, and take responsibility for their own learning, decisions, and commitments.

Developing Mastery:

- What from your past will inform your future?
- Know yourself (Behavioral Style)
  - What is your Natural behavioral Style?
  - How does it:
    - Support your effectiveness?
    - Hinder your effectiveness?
    - Your opinions about others are not the truth.
- Being vulnerable (the courage to take risks, avoiding defensiveness). The more vulnerable you are, the more invulnerable you become.
- Always take responsibility for breakdowns, no matter who is the cause.
- Give up being "right" (When you're right, others must be wrong)
- Become comfortable in your own skin (Otherwise, your predominant intent and actions will be to protect yourself from direct or implied criticism).
- Try on the belief that "everyone has a unique genius (talent)", and your job is to help them discover or enhance what it is.
- Direct your attention over there (with the other people or person), not on yourself. It requires that you choose to do so.
- Internally check your progress between segments, externally during interchanges.
- Develop the ability to get your own self-interest, opinions, and confirmation bias out of the way by:
  - Remaining consciously aware of when your Behavioral Style and opinions support or hinder your effectiveness.
  - Learn how to "clean the filter" by periodically requesting feedback from participants.

Impact

- ❖ Your actions will be in concert with your intent, which quickly builds trust, credibility, and positive results.
  - ➢ If you're in this role primarily for self-serving needs, it will show up, regardless of your effort to hide it.
  - ➢ Said another way, if your actions as a **Giver** are masked by your undeclared or unrecognized intent as a **Taker**, you will undermine your effectiveness and may never recover.
- ❖ It will significantly shorten the time needed to gain agreement and get things done.
- ❖ You will get far less pushback or dissent with what you do or say.
- ❖ Your errors or missteps will be forgiven and out of the way.
- ❖ When you "get" them, they will be willing to get you, and not until.
  - ➢ They will want more!
- ❖ How will you know that you are being effective?
  - ➢ You will feel the joy in witnessing the "light in their eyes", smiles, "Ah Ha" experiences, increased involvement, energy, and concentration.
- ❖ You will discover you are losing yourself in others, not going inside and paying attention to the "me".
- ❖ When those you touch do the same for others.
- ❖ Positive, enthusiastic feedback from your participants.