

Facilitator Self-Assessment



Purpose

This is a self-assessment tool designed to help you gain a better understanding of your personal facilitation tendencies – which greatly affect how you interact with the teams you facilitate.

It will help you identify your “comfort zone” as well as areas that you tend to avoid. By using this information in a self-development capacity, you will be able to build a more flexible intervention style and broaden your ability to provide interventions that are aligned with the individual needs and capabilities of specific teams.

Instructions

- Think about one or two specific teams you work with as the context for this assessment.
- Read each statement carefully and select one response from the scale.
- Don’t over-think your responses – go with your initial reaction. This instrument is designed in a straightforward fashion. There are no “tricks.”
- Be honest and accurate when responding to the items. In order for this assessment to be a helpful tool, you must respond to the items honestly.
- Given that different teams display the need for vastly different facilitation interventions, this assessment is not designed to rate “better” or “worse” facilitation styles. All of the styles measured are beneficial to teams at one time or another. It is a matter of understanding your tendencies in order to broaden your repertoire of interventions.



How often is the following statement an accurate description of the situation?	Rarely	Sometimes	Usually	Almost Always
1. When the team is off-track I recommend the best way to move ahead.	1	2	3	4
2. I encourage the team to make their own decisions about managing their project.	1	2	3	4
3. I am active in making decisions about the team's task(s).	1	2	3	4
4. The <i>most important</i> measure of a successful team meeting is how well the team works together.	1	2	3	4
5. I tell the team how best to resolve difficult issues.	1	2	3	4
6. When differences of opinion arise, I help the team explore the issues without giving my personal opinion.	1	2	3	4
7. I participate in discussions about the content of team activities.	1	2	3	4
8. I offer feedback to the team in regard to the group dynamics I observe.	1	2	3	4
9. It is important to me that my voice is represented in team decisions.	1	2	3	4
10. I trust the group to find answers to team problems without my input.	1	2	3	4



How often is the following statement an accurate description of the situation?	Rarely	Sometimes	Usually	Almost Always
11. The <i>most important</i> measure of a successful team meeting is how far the team moves towards reaching their objectives.	1	2	3	4
12. I help the team use differences of opinion to the group's advantage – even when it is time consuming to do so.	1	2	3	4
13. When faced with alternatives, I offer my views and opinions to the team.	1	2	3	4
14. I ask questions rather than make statements.	1	2	3	4
15. I share my evaluation of the team's task-related ideas.	1	2	3	4
16. I openly address and explore issues of conflict among team members.	1	2	3	4
17. I use my influence to direct team activities and outcomes - even when the team disagrees with my intervention.	1	2	3	4
18. I am more concerned that the large majority of team members are in agreement than I am about the team doing with I think is best.	1	2	3	4
19. I propose solutions to task-related problems.	1	2	3	4
20. I encourage the team to spend time developing improvement strategies based on their evaluation of how they work together.	1	2	3	4

Scoring the Assessment

1. Transfer your response from each item into the scale below.
2. Next, add up your scores for each Factor to get an overall Factor Score.

<u>Directive</u>		<u>Involving</u>		<u>Content</u>		<u>Process</u>	
1.		2.		3.		4.	
5.		6.		7.		8.	
9.		10.		11.		12.	
13.		14.		15.		16.	
17.		18.		19.		20.	
Total:		Total:		Total:		Total:	

3. Plot each of your four Factor Scores individually on the corresponding axis of the grid below and connect the dots.

