



Facilitation Skills Self-Assessment

Skill	Beginning		Developing	Modeling	
I am able to open a learning space/ meeting effectively, and establish a positive climate right from the beginning	1	2	3	4	5
I can communicate purposes (why), desired outcomes (what), and instructions (how) clearly and confidently to the group	1	2	3	4	5
I am aware of different facilitation style needs of groups, and am able to adapt my style to suit the occasion	1	2	3	4	5
I use active listening effectively (e.g., summarizing and reflect back what's being said accurately and objectively)	1	2	3	4	5
I am able to intentionally use non-verbal communication moves	1	2	3	4	5
I am able to draw out quieter members of the group	1	2	3	4	5
I am able to use a range of questions to promote open and honest discussion that will surface multiple perspectives	1	2	3	4	5
I am able to use a range of questions to promote critical self-reflection and self-directed learning	1	2	3	4	5
I am able to manage situations where there is emotional processing and release	1	2	3	4	5
I am conscious of the dynamics of how race, class, gender and power impacts participants in the group	1	2	3	4	5
I am able to encourage honest communication and facilitate productive dialog on issues of equity (e.g., race, gender, expectations, beliefs, disproportionate outcomes, etc.)	1	2	3	4	5
I can facilitate conflict between members of group effectively	1	2	3	4	5
I can productively respond to disruptive or over-talkative members of the group	1	2	3	4	5
I can give respectful, specific, and actionable feedback to individuals and the group	1	2	3	4	5
I can close a learning space that allows for a synthesis of learning and appreciation for the collective	1	2	3	4	5