

Stages of Facilitator Development

<p>Novice</p>	<p>The facilitator is aware that there are more elegant ways to respond to professionals but needs to learn control, mental mapping and intervention strategies. He or she needs time to practice through both real world and mental rehearsal. The novice is open to feedback and learns through trial and error.</p>
<p>Application</p>	<p>The facilitator struggles when faced with unsafe situations but is able to respond and adapt. He or she must consciously focus to ensure responses are meaningful and purposeful. This requires mental preparation for the intervention that is not required as the facilitator develops their expertise.</p>
<p>Accomplished</p>	<p>The facilitator can adapt, respond, and improvise in the face of unsafe situations. He or she has a number of complex moves within their repertoire and no longer requires conscious thought to access these skills. He or she trusts himself or herself to remain in control and calm even during challenging situations.</p>

Adapted from Lemons to Lemonade: Resolving Problems In Meetings, Workshops and PLCs by Robert Garman