

## Facilitation Self Assessment for Risk Facilitators - to help you assess where you are and where you'd like to be

	<b>Experience of and abilities with groups (self)</b>	<b>Processes, tools and techniques (self)</b>	<b>Keeping People Engaged (self)</b>	<b>Guiding groups to outcomes (self)</b>	<b>Organisation's Facilitation Culture</b>
<b>World Class</b>	<p>Able to facilitate risk at all levels in the organisation, including cross-functional teams or very large groups.</p> <p>Able to work both face to face and virtually at this level.</p>	<p>Can use a wide range of tools and techniques. Introduces appropriate tools and techniques into the organisation. Likely to be sought after for training and mentoring others.</p> <p>Always aware of the emotional state of those in the group and able to work to change this for the better.</p>	<p>Able to leverage conflict to give a better solution for the group.</p> <p>Brings creativity to life in group members.</p> <p>Works with diverse cultures and builds rapport with all.</p>	<p>Uses knowledge of management, systems, groups, conflict and the company culture to get to the objective in the way most appropriate to the group.</p>	<p>Facilitative culture, day to day in the workplace</p> <p>Acknowledges world class risk facilitators and makes good use of them.</p>
<b>Mid Level</b>	<p>Works with teams and groups to achieve shared outcomes. Prepares format beforehand, able to adjust during session according to progress.</p> <p>Actively listens, questions and summarises to help the group. Varies the pace of activities. Works towards consensus.</p> <p>Encourages completion of the objectives.</p>	<p>Able to use a variety of techniques to achieve outcome.</p> <p>Uses physical space to best effect and provides for effective use of time.</p> <p>Can use simple strategies to change the emotional state of the group.</p> <p>Designs an appropriate risk process and gains approval from the sponsor.</p>	<p>Builds rapport.</p> <p>Able to support the group to resolve minor conflict as it arises.</p> <p>Encourage creative thinking.</p> <p>Able to redirect the group back to outcomes where necessary.</p>	<p>Actively listens, questions and summarises to help the group.</p> <p>Vary the pace of activities.</p> <p>Help the group find root causes, patterns and come up with action plans.</p> <p>Encourages completion of the objectives.</p>	<p>Management shows visible support for risk facilitation (including funding!)</p> <p>Training and mentoring available;</p> <p>Benefits acknowledged;</p> <p>Clear Value add;</p>
<b>Just Starting Out</b>	<p>Co-facilitates with small groups and teams to achieve shared outcomes using standard formats and risk management processes.</p>	<p>Uses meeting agendas and is clear on roles in the meeting. Aware that the energy in the room is important.</p>	<p>Good listening and verbal communication.</p>	<p>Group will follow agenda to end of meeting.</p>	<p>Understand what risk facilitation is and what it isn't.</p>