

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

	Experience of and abilities with groups (self)	Processes, tools and techniques (self)	Keeping People Engaged (self)	Guiding groups to outcomes (self)	Organisation's Facilitation Culture
World Class	<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>
Mid Level	<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>
Just Starting Out	<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>