

# **CHARACTERISTICS OF AN EFFECTIVE FACILITATOR**

- 1. Is Competent, Compassionate, and Courageous**
- 2. Listens to Others with Understanding**
- 3. Empowers Others to Use Their Gifts**
- 4. Recognizes and Respects Individual Differences**
- 5. Sees His/Her Role as both Task- and Relationship-Oriented**
- 6. Contributes Ideas and Suggests Solutions to Problems, but also Values the Ideas and Contributions of Others**
- 7. Recognizes and Rewards Individual and Team Efforts**
- 8. Encourages and Appreciates the Comments and Insights of Others**
- 9. Includes Others in Decision-Making Processes**
- 10. Acknowledges and Confronts Conflicts in a Timely, Open Manner**
- 11. Leads from the Front, Middle, and Back – As Needed**
- 12. Helps the Group to Focus on the Goal/Vision, and Keeps the Group Going toward That Goal/Vision**

