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