

The Developmental Facilitator

A. Philosophical Perspective: The Developmental Facilitator

What is a developmental facilitator?

A facilitator that does things to help the group learn how to improve its group process skills.

A facilitator that becomes a student of group process.

What is the goal of the developmental facilitator?

To improve group members' ability to work well together for the specific purpose of maximizing the knowledge and understanding of all group members.

The developmental facilitator is teaching/facilitating/influencing group process.

B. Developmental Facilitator Behaviors/Skills

- Accurately listening to, observing, and remembering/recording behavior and conversation
- Asking questions that facilitate improvement of group process skills.
- Diagnosing and intervening when ineffective behaviors occur
- Provide feedback without creating defensive reactions
- Accepting feedback without being defensive
- Providing support and encouragement
- Showing patience
- Showing consistency
- Identifying when group has acted inconsistent with their values/ground rules
- Helping group analyze when things go well
- Helping group analyze when things go wrong
- Evaluates group and individual group members