

Role Clarification

Facilitator Moves

PROCESS

- The facilitator introduces him- or herself to the group and indicates that his or her job is to support the group in getting its work done.
- A facilitator providing basic facilitation (see the alternatives below) will specify that his or her services are to do the following:
 - Intervene when processes are interfering with the group achieving its goals.
 - Monitor and guide the use of time.
 - Be neutral to content/
- A facilitator providing developmental facilitation will intervene when processes are interfering with the group achieving its goals, as above; when processes or factors hinder the long-term effectiveness of the group; or when reflecting on process will help group resilience and skills.

ALTERNATIVES

- Choose between two facilitator functions: (a) basic facilitation, in which the group uses a facilitator to temporarily improve its process to get work done; when the

cont.

group has accomplished its task, its effectiveness as a group might not have increased; and (b) developmental facilitation, in which the group will accomplish a task while improving its effectiveness; after the facilitation task is completed, the group will have improved its capacity to manage its process.

- Role negotiation. Facilitation can be tightly or loosely structured. Ask the group how it wants you to work.

TIPS

- Even when time is available, if a group is temporary and/or has changing membership, developmental facilitation might not be worth the time.

NOTES AND APPLICATIONS
