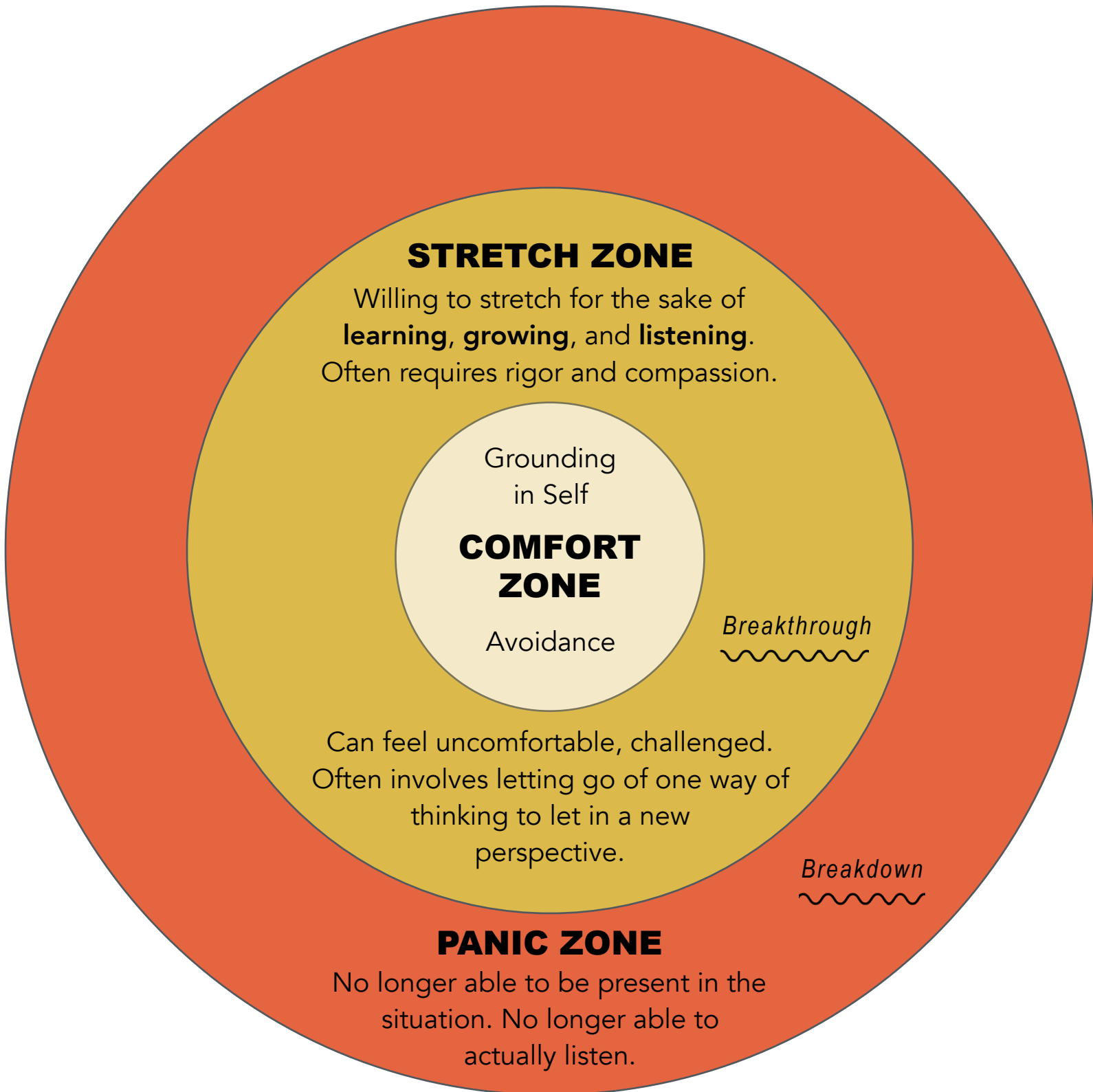


Zones of Awareness



What is a Facilitator?

A Framework for Understanding Your Role with Groups

	Teacher	Facilitator	Facili–Trainer
Belief About Group Dynamics and Flow of Information	I (the teacher) have the knowledge and understanding that participants do not have and thus need.	Participants have the necessary opinions, knowledge, and perspectives within themselves.	Both parties have knowledge and perspectives to share and learn together.
Your Role	Dispense knowledge to participants in a way that they can receive, comprehend and thus learn. An effective teacher uses all different kinds of methods so as to make learning possible for different learning styles (visual, auditory, tactile/kinesthetic).	Cultivate the environment, ask questions, and guide conversations in ways that allows participants to access and express the knowledge, perspectives, and opinions they hold within themselves to be true. Hold a “neutral” stance. Connect people and ideas.	Cultivate an environment that enhances learning and connection. Ask questions and guide conversation in ways that allow participants to express the knowledge, perspectives and opinions they hold to be true.
Participants’ Role	To listen to understand. Ask questions directed at the teacher when confused. Be open to learning.	To express their thoughts, opinions, beliefs and perspectives. To listen to other participants and ask each other questions.	Participants actively engaged and learning through listening, taking in information, experiencing, and sharing thoughts and perspectives. Open to learning from self, other participants and the facili-trainer.
Show Up in This Way When..	Teaching technical subjects and there is specific information that needs to be delivered.	Leading meetings; working with dynamics within a group; organizational development like strategic planning.	Working with self-development, empowerment, team building, creativity, life and career planning, experiential learning.

A Facili-Trainer

- ▶ Sets the context for learning
- ▶ Attends to the energy of the group
- ▶ Listens to perspectives
- ▶ Speaks their own perspectives
- ▶ Challenges opinions, beliefs, attitudes, assumptions, perspectives, knowledge
- ▶ Asks questions that promote or put voice to different perspectives or elicit deeper introspection
- ▶ Keeps participants engaged through presentation, curriculum or engaging dialogue
- ▶ Allows for emotions and deep feelings
- ▶ Creates and maintains an environment where all of this can take place