

## Facilitator self-assessment of strengths and weaknesses (draft)

### About this self-assessment

Delivering a quality workshop requires a strong, diverse team. AVP Britain aims to ensure that each AVP workshop team will include team members with different levels of experience and from different backgrounds, ages and life experience. Ensuring that less experienced facilitators have opportunities to work with more experienced facilitators is the best way to support the development of our pool of facilitators.

This self-assessment will help you to identify your strengths and weaknesses in different aspects of facilitating AVP workshops. It will help local workshop coordinators to put together a strong, diverse team for each workshop. We also hope that this self-assessment will support us all in developing our practice as facilitators.

Please complete this self-assessment honestly, to the best of your ability by circling the most appropriate score for each element. This will also help you to identify what you need to focus on to assist your further development. Then add up your scores for each section. Finally add up the scores from each section to arrive at an overall score.

Once you have completed it, we ask that you discuss this with your mentor (if you have one) or with the Lead Facilitator from your last workshop. This will give you an opportunity to reflect on and discuss your self-assessment with someone that knows something about you. Once you have done this, your score will be placed in a bandwidth of scores and posted with your profile on the website.

You will have the opportunity to complete this self assessment once a year to reassess your strengths and to update your profile on the website.

	Beginner	Moderate	Strong	Very strong
<b>General workshop activities</b>				
Broad knowledge of the Level 1 manual	1	2	3	4
Broad knowledge of the Level 2 manual	1	2	3	4
Good understanding of the philosophy of AVP	1	2	3	4
Ability to introduce workshop building blocks	1	2	3	4
Knowledge of and ability to lead a range of gatherings	1	2	3	4
Knowledge of and ability to lead core exercises	1	2	3	4
Knowledge of and ability to lead a range of Light & Livelies	1	2	3	4
Knowledge of and ability to lead an end of session evaluation	1	2	3	4
Knowledge of and ability to lead a range of closings	1	2	3	4
<b>General workshop activity score</b>				<b>/36</b>
<b>Transforming Power</b>				
Broad understanding of the concept of Transforming Power	1	2	3	4
Awareness of Transforming Power in your own life	1	2	3	4
Knowledge of and ability to contribute to Transforming Power exercises (including TP talks, mandala etc)	1	2	3	4
Ability to lead Transforming Power exercises	1	2	3	4
Ability to describe to others how you have used TP in your own life	1	2	3	4
<b>TP score</b>				<b>/20</b>

	Beginner	Moderate	Strong	Very strong
<b>Role Play</b>				
Good understanding of main role play processes (set up, facilitation, debrief)	1	2	3	4
Ability to set up a small group role play	1	2	3	4
Ability to set up an advanced role play (such as boxing ring, whole group role play, goldfish bowl role play)	1	2	3	4
Ability to manage role plays	1	2	3	4
Ability to debrief role plays	1	2	3	4
<b>Role Play score</b>				<b>/20</b>
<b>Team functioning</b>				
Ability to work under pressure	1	2	3	4
Ability to handle difficult situations in a workshop (such as over-emotional participants, conflict among participants etc)	1	2	3	4
Ability to respond positively to conflict in the team	1	2	3	4
Ability to give constructive feedback between sessions	1	2	3	4
Ability to receive constructive feedback between sessions	1	2	3	4
Ability to lead a workshop team	1	2	3	4
Ability to lead team building	1	2	3	4
Ability to lead team debriefing	1	2	3	4
<b>Team functioning score</b>				<b>/32</b>
<b>Overall score</b>				<b>/108</b>

What can you identify as your three priorities for development over the coming year? How will you achieve these?	
Development aim	How you plan to achieve this?
1	
2	
3	

Facilitator name:	Date completed:
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Discussed with::	Date completed:
Relationship to the facilitator:	