

Qualities of Effective Facilitators

PeerNetBC considers three values essential for people involved with learning and with facilitating learning processes.

Respect

- Recognize each individual and their right to be heard
- Believe in everyone's ability to grow and change
- Value and acknowledge each person's strengths
- Encourage the full expression of ideas
- Honour everyone's right to make choices
- Value each person's right to their own perspective

Genuineness

- Be aware of and take responsibility for your own feelings, values, thoughts and unresolved issues, and recognize the impact these have on others
- Be consistent between the expression of your thoughts and feelings and the way you behave or act
- Remain open to positions that differ from your own even when those opinions differ
- Be aware of and work within your own limits – set clear personal boundaries

Positive attitude

- Accept each individual as valuable in his or her own right
- Trust in the ability of each individual to discover their own solutions to their situation
- Recognize individual strengths and efforts to change
- Focus on the individual rather than the behavior
- Provide feedback that focuses on observations rather than judgments



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