

Building a strong co-working relationship



If you are completely new to co-facilitation groups, or even if you have been facilitating for a while, it is worth taking time to reflect on your strengths and weaknesses as a facilitator. The higher your level of self-awareness and the more you are prepared to address your own issues, the more effective you are likely to be in any group.

The following questions will help you to become a more self-aware and effective facilitator.

- *What perspectives do I bring to my work?*
- *How do I learn best?*
- *How open am I to challenge?*
- *What are my sensitive/ vulnerable issues?*
- *What are the boundaries around support and rescuing?*
- *What triggers from the past might trip me up in the group?*
- *How flexible am I as a person?*

Co-facilitation/team audit

Complete the following audit to assess bot where you're at currently, where you would like to be and what it will take to get there.

Rating scale = 1 - low, 10 - high

Styles	1	2	3	4	5	6	7	8	9	10
We are compatible with each other										
Our partnership is working <ul style="list-style-type: none"> • we have respect for each other • we are understanding each other 										
We can work to a plan										
We have the ability to keep shifting/changing with material										

The areas we need to work on include?

What can we do to improve not these areas?

Safety	1	2	3	4	5	6	7	8	9	10
We are clear about our expectations of each other										
We actively support each other										
We agree to be honest in our feedback with each other										
We can accommodate differences/experience										
We can stick to our plan or negotiate changes										
We adhere to our kawa (guidelines, rule, principles etc.)										

The areas we need to work on include?

What can we do to improve not these areas?

Communication	1	2	3	4	5	6	7	8	9	10
We have an openness to others ideas										
We are relaxed around each other										
We are able to clarify issues with each other										
We are able to negotiate differences										
We are honest about what might get in the way										
We have an agreed process to resolve conflict										

The areas we need to work on include?

What can we do to improve not these areas?

Passion/interest	1	2	3	4	5	6	7	8	9	10
We can work with our strengths										
We take time to reflect										
We have permission to be passionate										
We have a commitment to our role, our relationship and to our clients										
We are creative										
We share a passion to on-going learning										

The areas we need to work on include?

What can we do to improve not these areas?

Knowledge and purpose	1	2	3	4	5	6	7	8	9	10
We are clear about the kaupapa/purpose of the work										
We share knowledge about what is required										
We respect each other's knowledge										
We have knowledge of the material/programme										

The areas we need to work on include?

What can we do to improve not these areas?

Become a group work superstar! Would you like to know exactly what it takes to become a creative, exciting and effective group work facilitator?

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