

Facilitator Personal Assessment Chart

What are some of the personal resources that you bring to the Social Justice framework and those you still need to develop in order to be an effective facilitator?

Directions: Under each PASK resource below, think about where you stand at this point in time and check the box on the right that best relates.

	I feel comfortable with this and can be a resource to others	I have some resources but need more	I do not have this resource
(P) PASSION			
PASSION			
Energy for this work			
Can lead with my heart			
Deep personal reason for doing this work			
Commitment on personal/professional levels			
Can demonstrate compassion			
Ability to share feelings with others			
(A) PERSONAL AWARENESS			
PERSONAL AWARENESS			
Clarity about my identity(ies)			
Clarity about my values			
Internal emotional balance			
Secure about my status and privileges			
Recognize my blinders			
Awareness of the impact of my personal style on others			
Awareness of the impact of my social identity group memberships on myself			
Awareness of the impact of my social identity group memberships on others			
Awareness of my triggers			
(S) SKILLS			
SKILLS			
Ability to work with people from different groups			
Ability to challenge others			
Ability to take risks			
Ability to discuss issues			
Ability to accept other's leadership			
Ability to utilize other's support			
Ability to give and receive feedback			
Ability to give and receive feedback			
(K) KNOWLEDGE			
KNOWLEDGE			
Knowledge of difference between prejudice, discrimination, and institutional isms			
Knowledge of my own group(s) culture/history			
Knowledge of other group(s) culture/history			
Can recognize isms			
Knowledge of group process issues			
Knowledge of intergroup issues			
Knowledge of theories and terminology which inform and guide multicultural work			

* This form is adapted from the "Facilitator Personal Assessment Chart" found in Intergroup Dialogue: Deliberative Democracy in School, College, Community, and Workplace, ; The University of Michigan Press: Ann Arbor