The 14 Competencies of a Facilitator*

On Top of the Methods
The Facilitator Is Effective in Using the Core Methods
Able to Deliver on the Deal
The Facilitator Carefully Manages the Client Relationship and Prepares Thoroughly
Both Janitor and Metronome
The Facilitator Uses Time and Space Intentionally

The Evocateur
The Facilitator Is Skilful in Evoking Participation and Creativity

Affirmation on the Hoof
The Facilitator Is Practiced in Honoring the Group and Affirming Its Wisdom

Under the Neutral Flag
The Facilitator Is Capable of Maintaining Objectivity

Antennae Up
The Facilitator Is Skilled in Reading the Underlying Dynamics in the Group

The Orchestrator
The Facilitator Is Deft at Orchestrating the Event Drama

The Drano Function
The Facilitator Can Creatively Release Blocks to the Process

A Highwire Balancing Act
The Facilitator Is Adroit in Adapting to the Changing Situation

Big Shoulders
The Facilitator Assumes Responsibility for the Group Journey

Hard Copy
The Facilitator Can Produce Powerful Documentation
Group Role Model
The Facilitator Demonstrates Professionalism, Self-Confidence and Authenticity
The Iron Pillar of Freedom
The Facilitator Maintains Personal Integrity

*Complied from the article, “Magic of the Facilitator”, by Brian Stanfield, available to IAF members in Facilitator Resource Center of the IAF website. Or click [here](#).