

# Rating my facilitative leadership behaviors

Rating Scale: 1 = Never, 2 = Seldom, 3 = Sometimes, 4 = Often, 5 = Almost Always

Self-Rating	Behaviors	How Organization Operates
	Clearly communicates the agreed upon vision	
	Keeps the vision before the work group	
	Keeps a solution-focus rather than a problem-focus	
	Makes participants feel valued	
	Treats participants as equals	
	Listens well	
	Encourages the sharing of ideas	
	Captures ideas as they are presented	
	Creates opportunities for interaction as decisions are made	
	Uses facilitation tools to help the group reach consensus	
	Watches out for and manages groupthink	
	Speaks the language of the group	
	Does not use jargon which may exclude participants	
	Creates an environment that encourages creativity	
	Works to find meetings times when all participants are available	
	Attends to the comfort needs of participants	
	Records commitments and agreements as they are made	
	Creates opportunities for accountability among participants	
	Asks for feedback – How is this process working?	
	Does not take self too seriously	
	Has fun while avoiding sarcasm	
	Uses humor to relax and build group interaction	

