

Video Worksheet 2: Being a Facilitator

[Watch video here](#)

Important qualities and skills of a facilitator

- Speaks local languages
- Understands the local context
- Respects people with different views, backgrounds, or orientations
- Sensitive to issues of gender and power
- Empathises well with different people, including children
- Has good self-awareness and reflexivity
- Enables inclusive discussion
- Puts own views, beliefs, preferences, etc. in the background
- Is ethically sensitive
- Enables meaningful child participation
- Is flexible and thinks and speaks well in the moment, with little preparation
- Manages conflict in a constructive manner
- Helps people to think through different options and make informed decisions, without leading or guiding them
- Works as a team with mentors and programme staff

Since facilitators play an important role in community-led approaches, it is vital to give careful attention to selecting and training people to become skilled facilitators. The usual processes for selecting and training facilitators may not be a good fit for community-led approaches. In other words, it is considerably easier to do 'NGO-guided' facilitation than it is to help people become deep listeners and to fulfil the role of the facilitator.

Notably missing from this list (above) are qualities such as child protection background

and expertise, experience in community-based programming, level of education attained, or prior research experience. These omissions are intentional. Experience tells us that formal training in child protection is not essential for community-led approaches and may even get in the way of facilitating community-led work. For example, someone with extensive child protection expertise and who has worked for international NGOs may be skilled at community-based approaches but may find it difficult to background their expert knowledge. They may tend to impose the 'right' answers in favour of open-ended listening and facilitating a community process. Also, people who have a university education may find it difficult to speak in plain ways with rural farmers, most of whom have little formal education.

Learn more

What skills do I need for a community-led approach, and where can I learn them? A successful community-led approach does require certain skills. NGOs and facilitators must listen and learn deeply, build trust, encourage inclusion, and challenge their own assumptions and beliefs. This video series explores these skills in more detail. [Read more here.](#)

Read more about the facilitator's role [here.](#)

Sample workshop agenda for initial training of facilitators. See a sample of how you could structure a workshop to prepare facilitators for enabling and supporting community-led processes of child protection. [Download here.](#)

Discussion and self-reflection

1. What is happening here? Is this picture supporting a community-led process, and why?
2. Is there anything you could do differently?



Image: childprotectionforum.org