

## **Requirements for Human Dynamics Facilitators**

### **Personal Qualifications:**

- Facilitators must choose to become a Human Dynamics facilitator primarily based upon wanting to be of service to others.
- Facilitators must be essentially non-judgmental in their dealings with other people. This includes a lack of prejudice about any of the personality dynamic groups, including their own.
- Facilitators should understand their own feelings and be able to speak those feelings in a responsive mode rather than a reactive one.
- Facilitators should actively seek opportunities for continued learning and personal development.
- In the case of facilitators within organizations, it must be the facilitator's own choice to be trained as a facilitator as opposed to being assigned by their organization.

### **Group Facilitator Skills:**

- Facilitators must demonstrate the skills necessary to present information clearly to groups of 25-40 people, to reframe negative language, and to maintain an atmosphere of trust and openness in a seminar context.
- Facilitators must understand the distinction between facilitation and teaching so that they are able to maintain the structure of the seminar while encouraging the group process and individual contributions.
- Facilitators must be able to adjust their communication in the seminar in appropriate ways to meet the needs of the different personality dynamics.

## **Commitments:**

- A facilitator must commit to delivering at least 12 days of Human Dynamics each year; in order to build skill and experience.
- Co-facilitation: Facilitators must deliver the seminar in teams of two co-facilitators, preferably of different personality dynamics.
- Facilitators are expected to conduct their personal and professional interactions in keeping with the values of Human Dynamics.
- Facilitators are expected to maintain practices for their own continued personal development.