



of Metro Denver

CHARACTERISTICS OF GIRLS INC. FACILITATORS

Mentor

Develops meaningful relationships with girls and young women; supports, guides and encourages them to set worthy goals for themselves and to achieve those goals. Knows girls, knows their names and makes an effort to connect.

Effective Communicator

Is a good listener and pays attention to emotion as well as content; uses "I" language and expresses feelings comfortably and sensitively. Maintains eye contact with the whole group.

Mission-Oriented

Believes in the mission of Girls Inc. and in the philosophy and goals of Girls Inc. programming.

Knowledgeable About Child Development

Is aware of patterns of girls' growth, learning and development, yet is attuned to individual and cultural differences; avoids using child development standards to label or prejudge girls.

Skilled in Group Dynamics

Is able to facilitate rather than simply direct or teach; believes that communication is a two-way process and that the group leader can learn from members; knows how groups develop, how to "read" and handle problem behavior and how to conduct activities and discussions that involve all members.

Inclusive

Feels at ease with all girls, appreciating their differences and their commonalities. Values every voice. Promotes a welcoming, safe, and brave environment. Shares the leadership with girls and avoids the urge to maintain control of everything that happens. Uses girl names and references comments the girls make.

Trained/Willing to Be Trained

Has had, or is willing to obtain, extensive and specific preparation for working with girls in an informal learning environment.

Flexible

Is able to adapt to new or unexpected situations, to rebound from setbacks and to tolerate creative chaos. Prioritizes girl needs over "following the plan".

Responsible

Behaves in a professional and ethical manner; uses *good* judgment when interacting with girls, parents and staff.

Facilitation 101: Your Role in the Girls Inc. Experience

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Creative

Is able to design, as well as lead, group activities; can recognize and take advantage of "teachable moments"- opportunities for girls to make useful connections between what they learn and experience through Girls Inc. programming and what they will need in order to succeed now and later in life. Use multiple approaches to learning including movement, creativity, exploration, experimenting and play.

Enthusiastic and Fun

Communicates with energy and excitement; has a sense of humor and interacts spontaneously with girls. Never uses humor at the expense of girls. Uses a loud and clear voice with a lot of expression

Calm and Reflective

Models patience and self-control; constructively evaluates activities and behavior; and encourages girls to do the same.

Organized

Structures workday well and consistently focuses on task objectives; is effective at record keeping, scheduling and documenting girls' progress.

Pro-Girl

Believes in the inherent strengths and power of girls. Treats girls as capable and knowledgeable partners in our work. Sees girls as the experts in their experience.

Prepared

Has mentally prepared before each session and read the curriculum. The space, materials and visuals are all prepared in advance and ready for the girls upon arrival.

Skilled Listener

Listens more than speaks. Asks open-ended questions and avoids "yes" or "no" questions. Allows room for silence in individual and group conversations.

Open

Is nonjudgmental and unshockable. Wants to know what girls truly think and listens with an open mind, curiosity and interest. Assumes best intent.

Perceptive

Observes group members' nonverbal cues: can often tell if people are bored, angry, or interested and makes adjustments accordingly. Checks in with girls who seem to be struggling.