

## QUESTIONS FOR CO-FACILITATORS<sup>1</sup>

### Orientation/Style

1. The major values, beliefs, and principles that guide my facilitation are...
2. The major values, beliefs, and principles that other facilitators hold and that I strongly disagree with are...
3. When contracting with this type of group, I usually...
4. When starting this type of group, I usually...
5. At the end of a meeting with this type of group, I usually...
6. When someone talks too much, I usually...
7. When the group is silent, I usually...
8. When an individual is silent for a long time, I usually...
9. When someone gets upset, I usually...
10. When someone comes late, I usually...
11. When someone leaves early, I usually...
12. When group members are excessively polite and do not confront each other, I usually...
13. When there is conflict in the group, I usually...
14. When the group attacks one member, I usually...
15. When a group member takes a cheap shot at me or implies I am ineffective, I usually...
16. If there is physical violence or threats of violence, I usually...
17. When members focus on positions, I usually...
18. When members seem to be off the track, I usually...
19. When someone takes a cheap shot, I usually...
20. My favorite interventions for this type of group are...
21. Interventions that this type of group usually needs but that I often don't make are...
22. In working with this type of group, the things I find most satisfying are...
23. The things I find most frustrating in working with this type of group are...
24. The things that make me most uncomfortable in this type of group are...
25. On a continuum ranging from completely supportive to completely confrontational, my intervention style is...
26. My typical "intervention rhythm" is (fast/slow)...

### Experiences and Background

1. Discuss your experiences as a facilitator or co-facilitator. What types of groups have you facilitated? What were the content and process issues in the groups?
2. Discuss your best facilitation and co-facilitation experiences. What was it about the experiences that made them so successful?
3. Discuss your worst facilitation and co-facilitation experiences. What was it about the experiences that made them so unsuccessful?
4. Describe some of your facilitation behaviors that a co-facilitator might consider idiosyncratic.
5. Describe the issues that have arisen between you and other co-facilitators.
6. Describe the areas in which you are trying to improve your facilitation. How would you like the co-facilitator to help you improve?
7. What personal issues do you have that might hinder the ability of you and the other facilitator to work with each other or with the client?
8. Given what you know about the co-facilitator, what concerns do you have about working with that person?

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<sup>1</sup> Roger M. Schwarz, *The Skilled Facilitator: Practical Wisdom for Developing Effective Groups*

## **Co-facilitator Coordination**

1. Who will sit where in the group meetings?
2. Who will start the session? Who will finish it?
3. Will both of you need to be present at all times? How will breakout sessions be handled?
4. How will you handle the role of flip chart recorder?
5. How will you divide the labor (for example, primary-secondary, task-relationship, intervener-recorder)?
6. What kind of facilitator interventions and behaviors are inside and outside the zone of deference that each of you will grant the other?
7. Where, when, and how will you deal with issues between you?
8. What kinds of disagreements between you are you willing and not willing to show in front of the group?
9. How closely should you expect each other to adhere to the designated roles you have jointly agreed on?
10. What is nonnegotiable for each of you as co-facilitator?