



Situational Facilitation

Select the 8-10 characteristics that you believe best reflect the ways you are and/or the roles you adopt when working with teams.

Sharing	Consultative	Praising
Available	Able to sell ideas/methods	Understanding
Initiating	Advisory	Avoids disagreement or conflict
Clarifying	Not always aware of subjective or emotional responses	Flexible
Collaborative	Responsive	Shares leadership
Keen to keep happy atmosphere	Adaptable	Patient
Reliable	Resourceful	Structuring
Involving	Shares authority	Pays less attention to monitoring performance
Works closely with the team	Referees	Seeks team agreement
Takes control	Sets goals	Sincere
Does not often provide feedback	Encouraging	Positive
Telling	Appreciative	Pays less attention to specifics
Considerate	Can get too involved	Confident
Decisive	Guiding	Reinforcing
Offers feedback	Pays more attention to process than goal	Energetic
Highly structured	Instructs	

