

Functions of a Facilitator

1. **Relationship Function:** Show support, respect, acceptance
2. **Modeling Function:** Appropriate self-disclosure, vulnerability, "Yes and..."
3. **Learning Function:** Explain, clarify, interpret, link
4. **Executive Function:** Provide guidelines, manage time, comment on group dynamics

Some specific examples

1. To help build an atmosphere of trust and safety.
2. To prevent or cut off abuse and/or hostility.
3. To enforce guidelines and norms.
4. To redirect focus.
5. To provide feedback.
6. To get a member's input, reaction or feedback.
7. To draw connections between members or point out themes.
8. To correct irrational or faulty thinking.
9. To empower participants.
10. To offer support when needed.
11. To reinforce helpful contributions.
12. To encourage constructive risk taking
13. To provide structure when it is needed.
14. To stop unproductive gripe sessions.
15. To confront incongruence or inconsistencies.
16. To bring closure to a topic or a session.