



Adult Volunteer Facilitator Points to Remember

- 1. Facilitator meetings.** We will meet with Facilitators 30 minutes prior to and immediately following the program. Please feel free to check in with the Challenge Day Leaders throughout the day as needed.
- 2. Stay all day.** Please be prepared to arrive without your cell phone or pager and know that you have committed to participating the entire day and that you will not be available for other commitments.
- 3. Be positive.** Please model the positive behavior that we are looking for from the students. Remember your energy and full participation will do much to affect attitudes and activities for the day.
- 4. Notice “lost participants.”** Throughout the day, look for those participants who are disconnected, resistant, or in any way unable to fully participate, and then gently include them. Keep us informed if you notice someone who may need additional support or attention.
- 5. Sharing groups.** Sharing groups allow for deeper levels of sharing and help us identify youth who may need support following the program. Your role will be to include everyone and to be sure that no one is left out. Participants should sit physically close to increase support and attention. Facilitators should monitor each group member’s attendance.
- 6. Listen.**
 - When one person is speaking, give full attention and eye contact
 - Value the speaker, hearing his/her message, and accepting his/her feelings
 - Do not judge or evaluate the speaker
 - Give non-verbal encouragement
 - Let go of the need to construct answers while the other person is speaking
- 7. Facilitate means to “make easy.”** Avoid taking over the group. Support the participants in experiencing their personal power by modeling full participation.
- 8. Be open.** Let go of expectations and preconceived ideas of what the day could or should be.
- 9. Confidentiality.** We will cover confidentiality and reporting laws, as well as norms for the day in our opening statements. While confidentiality is important to us, the safety of teen participants is our top priority. At times participants will identify situations that may threaten their safety or the safety of others. If this should occur, listen and get as much information as possible. Be calm and, at the appropriate time, notify the Challenge Day Leaders and/or the school counselor or administrator. We will remind all Adult Volunteer Facilitators at the end of the day meeting to notify us if there are any teens in need of additional follow-up.
- 10. Trust the group process.** Please know that many of the topics and activities covered often elicit feelings and that at times things may seem intense. Trust yourself and trust the group.
- 11. Tears are healing.** Be present. Allow participants to have a safe place to express whatever feelings come up. Give participants space for their feelings.
- 12. Have fun.** Often as adults we forget to play and have fun! Our role modeling is very important, so play and allow yourself to feel. This day is for you, too!