



# WHERE ARE YOU IN THE FACILITATOR'S JOURNEY?

Use this 8 question self-reflection to find out where you're at in the Facilitator's Journey...

SKILLS



TOOLS



TURNING POINT



IMPACT



GOALS



TIPS



**NORTH STAR  
FACILITATORS**

Barbara MacKay  
[www.NorthStarFacilitators.com](http://www.NorthStarFacilitators.com)

What is your current role and where are you based as a facilitator?

What are 1-2 key facilitation events you recall and what particular facilitation skill/approach/ tools did you utilize the most?

Which events brought smiles, and why? Which made you cringe, and why?

If you think of your time as a facilitator a journey, where would you say you were in your journey?

Where did you have a turning point in your journey? Describe what happened.

How does having facilitation skills impact your personal life?

What is your next goal to achieve in facilitation?

What advice or tip would you give to someone considering being a facilitator?



# BARBARA MACKAY

**Barbara MacKay, MS, CPF©, CTF principal of North Star Facilitators**, specializes in strategic planning, facilitation processes, training, and consulting.

Barbara is currently mentoring facilitators from all over the world and cares deeply about passing on the skills to others so the world becomes a just, peaceful and creative place.

Barbara's strong interpersonal communication skills and experience allow her to work skillfully with a wide variety of participant perspectives. Barbara specializes in helping groups participate, problem-solve, plan and make progress in challenging and complex situations. She has an energetic, respectful style and clear delivery. Barbara has worked with 100's of clients from all sectors with her own company since 1995. She provided social, economic and environmental consulting and facilitation services with many cultures throughout Canada from 1981 to 1995.

Barbara is a: Certified facilitator and USA trainer with the International Institute of Cultural Affairs (ICA and Canada); Certified Professional Facilitator (CPF) and assessor of other facilitators world-wide with the International Association of Facilitators (IAF); Professional Development Strategic Initiative Coordinator for the IAF for four years; has been an Adjunct professor with University of Oregon (Eugene) (teaching the only required facilitation skills (4 credits) class of all Oregon universities at graduate level in Conflict and Dispute Resolution Studies); an adjunct professor teaching facilitation skills at Portland State University (Not for Profit Management Institute); certified OneSmartWorld™ trainer; trained in Disaster Crisis Intervention for facilitators; certified accelerated learning trainer; trained extensively in: Constructivist Listening and Cross Cultural Communication and Alliance Building; visioning processes; Mind Mapping™; Behavior styles model "Why Are You Like That?™"; and Herrmann Brain Dominance Instrument (HBDI). She is also trained and teaches about Learning Organizations; Organizational Journey (ICA); conciliation; "shifting from positions to interests"; conflict resolution; negotiation skills; anger management; risk communication; training for trainers; and curriculum development.



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