



Sources of Strength

Provisional Trainer Skills Assessment

Name:

General Training Skills

Technical Skills

- Proficiency in the philosophy and methodology of Sources of Strength
- Understand the training outcomes of Sources of Strength modules and activities
- Fluency in Sources of Strength verbiage (avoids mental health jargon)

Professional Skills

- Clear, engaging and concise communication
- Flexibility during the training, able to adapt in the moment
- Display of both command and humility in the training environment

Personal Skills

- Self-awareness
- Positive, caring attitude
- Highly developed interpersonal skills
- Creative and great sense of humor
- Approachable and charismatic
- Authentic
- Able to communicate and connect with 12-25 year olds

Program Training Skills

Connection

- Use of individual Peer Leader and Adult Advisor names
- Constant contact, engaging Peer Leaders and Adult Advisors before/after training and during breaks

- Active listening, engaging responses, encourages participation

Engages all participants early, and often (pursuing edgier/isolating Peer Leaders)

Empowerment

- Use peer examples as teaching points
- Promotes strength/resilience, drawing out Peer Leader stories of strength
- Adapts appropriately in various cultural contexts

Room Management

- Avoids power struggles with Peer Leaders and Adult Advisors/ (tolerates ‘teen engaged behavior’)
- Maintains positive energy
- Physical setup and environment (proactive)
- Pacing – keep it moving – move physically
- Honors, acknowledges and makes appropriate handoffs when traumatic stories are shared

Experiential Learning: Games/Activities

- High energy, voice modulation and projection
- Appropriate sequencing – safe to challenging
- Clarity of directions
- Debrief – teaching point matches training goal
- Matching games to group level
- At least a dozen games/activities in repertoire

Comments: