# 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:**