



Rock Work Facilitator Evaluation

The purpose of this Evaluation Form is to aid Rock Work Facilitators in identifying their strengths and weaknesses. This is not about being perfect – no one is perfect at facilitating Rock Work. It is about having a more tangible guide to help in assessing our level of understanding and growth as facilitators.

The 11 categories being evaluated serve as reminders of the core skills required for leading effective processes. Evaluating these core skills will assist us in becoming stronger vessels of healing and growth for those under our care.

This tool is particularly designed for those who have a desire to be leaders of a Rock Work carpet or part of the core team leading a carpet.

Self-Evaluation: You can use this tool to help you determine where you are at in your facilitation skills and what to be looking for as you grow in your skills. (Feel free to ask for more clarity on what each item represents if needed.)

Evaluation by a Senior Facilitator: In a one on one setting, a senior facilitator who has observed you leading Rock Work can go over the evaluation with you giving you their best ideas of how they see your strengths and potential areas for continued growth.

Note that each of us has different personality types and we all approach being “evaluated” in different ways. Pay attention to any tendency you might have to take things “personally.” This would be a signal for more personal work, and this is welcome and quite common.

Define Scale: How to measure 1 through 5

Basic: Understands the goal and is familiar with key concepts, presence to staff/attendee, still conscious of what they do not know and is focusing on the details/pathway while facilitating, learning about safety,

Adequate: (change language) Less preoccupation with the details/pathway, may still need prompting for key questions, increased presence to staff/attendees, growing awareness of energy required, working with staff team for clarity and support, finds the part within 15 minutes – perhaps not the deepest part possible, but adequate for the attendee in the moment, growing awareness of dynamics, running a process yet still needing prompts for clarity, leading with safety in mind; good grasp of each stage of rock work

Strong grasp: Confident of details/pathway, using appropriate energy consistently, leading staff team with confidence, Sees the big picture, able to identify unsafe situations and to act in a timely/appropriate manner, typically can get to part within 10 minutes, smooth transitions through stages

Moving toward Mastery: All of the above, mentors assistant facilitators, able to identify challenging situations (resistance, special circumstances,...) and to lead with confidence,

1. Prepping the Team for Rock Work

This involves meeting with the team before Rock Work and going over:

a) staff's position on the carpet, b) energy during the day, c) assigning facilitators, d) setting the tone for the staff, e) going over the use of materials during the day with the team, f) leading in a brief moment of prayer and releasing the outcome to God.

1	2	3	4	5
Beginner	Basic Knowledge	Adequate skill	Strong grasp	Moving toward Mastery

2. Energy

Skill in maintaining a vibrant energy with the group. Keeping staff engaged. Encouraging staff energy for next "person." Inspiring the right energy throughout the afternoon.

1	2	3	4	5
Beginner	Basic Knowledge	Adequate skill	Strong grasp	Moving toward Mastery

3. Stage One Questions: Following the flow of this stage.

This includes effective use of the questions within each step, staying on target, not forgetting steps, effective use of the "Impact" question at different times in the process and effective use of the metaphor question.

1	2	3	4	5
Beginner	Basic Knowledge	Adequate skill	Strong grasp	Moving toward Mastery

4. Asking Questions with Clarity

Effectively phrasing questions in a way that the attendee clearly understands what is being asked. Avoid asking questions requiring a "yes or no" answer. If attendees are saying "I don't know what you mean" this is a good indication that you are not clear. A goal is to use as few words as possible in asking questions and to not ask multiple questions at one time. Be succinct. Ask one question at a time.

1	2	3	4	5
Beginner	Basic Knowledge	Adequate skill	Strong grasp	Moving toward Mastery

5. Finding the “Part”

Effectiveness in finding a part that is meaningful to the attendee and is representative of what they actually want to work on. Skill in identifying the core issue that the attendee is presenting. Being able to go to the “deeper” issue beneath what is presented by the attendee and discerning if it is a False Self or Regressed Part, Power or Connection Process.

1	2	3	4	5
Beginner	Basic Knowledge	Adequate skill	Strong grasp	Moving toward Mastery

6. Getting the “Messages”

Helping the attendee to come up with clear, significant messages from the “parts.”

This entails digging down as deep as one can to get core messages which usually have to do with identity and not settling for more superficial messages. It involves getting the messages and accurately rephrasing them so that role players are speaking them correctly.

1	2	3	4	5
Beginner	Basic Knowledge	Adequate skill	Strong grasp	Moving toward Mastery

7. Running the Processes

Having a clear grasp of the processes – the purpose, the mechanics, the energy, the specifics of setting up the process and then running it. (Knowing which process is appropriate for each attendee’s issue. Effectively guiding the staff in setting up the process. Exercising the appropriate energy for each process (warrior or lover energy needed depending on the process.)

1	2	3	4	5
Beginner	Basic Knowledge	Adequate skill	Strong grasp	Moving toward Mastery

8. I Am Statements

Guiding the attendee toward meaningful and impactful “I Am” statements. Connecting to the attendee’s entire process and helping them to anchor it by owning these truths. Joining in with the attendee and celebrating – with creativity – their “win.”

1	2	3	4	5
Beginner	Basic Knowledge	Adequate skill	Strong grasp	Moving toward Mastery

9. Backing up co-facilitators, stepping in and correcting

Taking initiative with co-facilitators and correcting course as needed or stepping in and taking over the process. Has the well-being of the attendee in mind and heart most of all – before the “needs” of the co-facilitator. Willing to take charge and give the attendee the best possible outcome.

1	2	3	4	5
Beginner	Basic Knowledge	Adequate skill	Strong grasp	Moving toward Mastery

10. Mentoring Facilitators

Has a vision for helping facilitators grow in their skills. Skilled at knowing when to let out the reins and when to pull them back in. Gives positive feedback and constructive criticism.

1	2	3	4	5
Beginner	Basic Knowledge	Adequate skill	Strong grasp	Moving toward Mastery

11. Communicating the “Key Themes” outlined in the document: *Rock Work “Key Themes” and Preparing Staff for Rock Work*. There are core biblical principles and themes that need to be communicated at least once, if not more, during the day.

1	2	3	4	5
Beginner	Basic Knowledge	Adequate skill	Strong grasp	Moving toward Mastery

12. Quadrant maturity: Heart, Soul, Mind, Strength

Which of the quadrants did the facilitator show maturity in? (Give example)

Which of the quadrants does the facilitator need to mature in? (Give example)

