

Styles of Facilitation for Empathy Safaris



Tour Guide

This style of facilitation leads the participants completely, pointing out what they should notice, telling stories and examples along the way, leading the pace and order of experience. It is good for complex situations where it might be dangerous or risky to have people explore freely.

Docent

This style of facilitation meets the participants in a location where they might need instruction, someone to point out specific things to notice, or to ensure that they don't lose track of time. This works well when you have large event that you send in small groups to a set of locations. Having a docent at each key location helps ensure that nobody gets lost.

Teacher

This style of facilitation might show up as a set of worksheets, questions and instructions, along with possible answers. For example, telling them to look for a specific thing, write down what they find, then tell them what they should have found and why. This is good when there is a RIGHT answer that you want people to find.

Coach

This style of facilitation plays the role of a coach - suggesting things to try, things to look out for, then helping them reflect back on what they learned to improve the skill the next time. This is a good way to help people feel empowered, but to make sure momentum is forward.

Buddy

This style of facilitation is more of a partnership, where you have their back, but you are in this together. This is good when you are part of the safari journey for learning as much as the participants.