

Navigating Difficult Situations: Self-Assessment Checklist

Use the following scale to assess your current skills and abilities during Difficult Situations:

5=Almost always 4=Most of the time 3=Much of the time 2= Sometimes 1= Rarely

- _____ 1. I acknowledge comments that seem inappropriate or triggering.
- _____ 2. I effectively name and discuss group dynamics in the moment and use them as “teachable moments” to facilitate deeper learning.
- _____ 3. I recognize that “resistance” and challenges are often doorways to deeper understanding and learning for the group.
- _____ 4. I engage people in dialogue when they make inappropriate or triggering comments.
- _____ 5. I encourage other group members to participate and engage in the discussion.
- _____ 6. I effectively navigate conflict and disagreement among group members.
- _____ 7. I can respond effectively to challenges and engage resistance from group members without taking it personally or feeling triggered.
- _____ 8. I effectively navigate behaviors I believe are distracting, including dominating, interrupting, side-tracking, side conversations, etc.
- _____ 9. I effectively navigate situations where group members are feeling and expressing deep emotions, including anger, sadness, fear, frustration, hopelessness, etc.
- _____ 10. I am able to be “in the moment” ~ fully present and focused on what is happening in the group and in myself.
- _____ 11. I use self-disclosure and share feelings, thoughts, opinions, and personal experiences as appropriate.
- _____ 12. I easily “go with the flow” and am flexible with the agenda as I adjust to the needs of the group in the moment.
- _____ 13. I can “meet the people where they are” and not demand or expect them to be farther along in their understanding or skill development.
- _____ 14. I use silence effectively.
- _____ 15. I use “Connecting Language” that bridges one person’s comments to another’s.
- _____ 16. I effectively find some relevant point in each person’s comments, even those that seem way off the topic.
- _____ 17. If I believe someone is on a tangent, I can effectively acknowledge their point, and redirect the conversation back to the group’s topic.

- _____ 18. I minimize how much I use the “telling” style, and maximize how often I pose questions or dilemmas to facilitate dialogue among others.
- _____ 19. I am aware of how I use my body language and nonverbal behavior to facilitate learning and engage others.
- _____ 20. I am aware of the how people/I may experience and interpret body language and nonverbal behaviors differently based upon their cultural perspective, and their experiences in their multiple privileged and marginalized groups.
- _____ 21. I am able to “relate in” and “see myself in others” to find compassion and connection, rather than judging them or distancing from them.
- _____ 22. I pay attention to the social group identities of others and notice patterns of participation, including who’s talking, who is quiet, who interrupts, who gets interrupted, who assumes leadership, who’s ideas “plop,” etc.
- _____ 23. I am aware of my biases, assumptions, and stereotypes for various privileged and marginalized groups.
- _____ 24. I continually interrupt, reframe, and unlearn my biases, stereotypes and assumptions about privileged and marginalized groups.
- _____ 25. I understand how my various privileged and marginalized group identities impact how I am often perceived and experienced by others.
- _____ 26. I understand how my various privileged and marginalized group identities impact how I often make meaning of situations, and then how I react/respond.
- _____ 27. I continuously self-reflect to examine my behaviors, assumptions, feelings, and attitudes and their impact on others across social group memberships.
- _____ 28. I continually seek and utilize feedback about my behaviors and attitudes from members of privileged and marginalized groups; and utilize their input to improve my practice.
- _____ 29. I am aware of my “early warning signals” that I am beginning to feel triggered.
- _____ 30. I am able to notice and navigate my own triggered feelings of anger, fear, stress, grief, etc., so that I don’t “work my issues on the group.”
- _____ 31. I am aware of my triggers and their intrapersonal roots.
- _____ 32. I actively do my work around my triggers: explore their intrapersonal roots; do my healing work; etc.