

About The MTS™ Facilitator's Profile

This fact sheet details the desirable traits of an instructor/facilitator in the *MTS System*.

This profile is the result of the collective experience of *MTS* and its numerous customers, throughout 40 years of service in industrial training.

The items included in the profile can be used before, during and after the *MTS* training of facilitators.

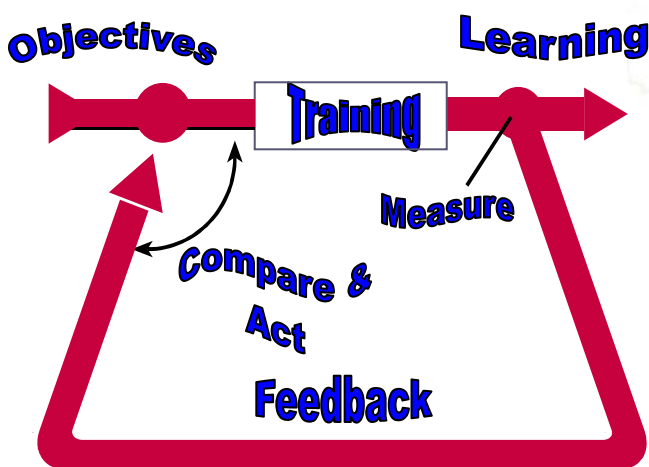
Before the training the profile is used to select facilitator candidates to be trained and certified by *MTS*.

During the training of facilitators, besides very specific methodology objectives, the profile is used to help guide the development of the facilitators.

After the training the profile is used as part of the certification process.

In summary, we can say that a facilitator in the *MTS System* has a 'leadership profile', focused on managing the learning of others. For this reason, the training of facilitators contributes to the leadership development of the people involved in this process.

The essence of the *MTS Facilitating Process*::



1. Is an effective self-learners
2. Has a high level of curiosity
3. Is energetic
4. Focused on results (learning) more than activity (training)
5. Respects the format, but is not ritualistic
6. Does not have a 'good enough' attitude, but at the same time...
7. Is not a perfectionist
8. Does not present him/herself as *the expert*.
9. Although self-sufficient, is open to suggestions.
10. Criticizes constructively, not offensively
11. Knows how to work in teams, as a leader and as a member
12. Accepts that you don't have to be the expert to facilitate
13. Does not insist on having absolutely all detailed before training
14. Has a realistic view of the world of his work environment
15. Is willing to try-miss-learn-try again
16. Measures the results of the training objectively
17. Is able to control his/her temper
18. Willing to share leadership during the training
19. Does not feel threatened by the organization
20. Not defensive when criticized
21. Does not the urge to be the center of attention
22. Listens
23. Respects others
24. Does not hold a grudge
25. Does not confuse kindness with weakness
26. Is proactive, not reactive
27. Able to move between thought and action
28. Is credible with the learners
29. More than inform, helps discover
30. Does not permit the best to be the enemy of the better