
ABSTRACT

Effectiveness of a training method for facilitators in unstructured groups

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There are several training systems for facilitators in unstructured groups, but their effectiveness has not been studied empirically. This study identified the effects of training on facilitators in unstructured groups by non-randomized comparison. The “Self-Assessment Facilitator Functions Scale” captures scores for trained and untrained groups before (pre), after (post), and one month after the training (follow) to verify its effectiveness. The trained group showed significant increases in each of the three stages. All participants showed improvement in their skills and attitudes as group facilitators. All three factors of the scale showed interaction effects. The training was slightly effective for the “efficacy of structuring and moderating” factor. The “feelings of trust and respect for the group” factor showed a strong significant increase, and the “flexible attitudes to apply awareness” factor showed a significant increase in the trained group. This study is the first to present quantitative results regarding facilitator training. Factor-specific characteristics were also discussed while considering the effects of confounding factors. An experimental study should be conducted to remove the expectation effect and other factors.

Key Words: facilitator, training, unstructured group
