

# Facilitator Profile

## Skills and qualities needed as a HENRY Facilitator



To help ensure positive experiences and outcomes for local service users it is important to select suitable practitioners to be trained as HENRY Facilitators. This document sets out the key knowledge, skills and qualities to look for when selecting practitioners for this important role.

For practitioners already trained to deliver HENRY family support it is a useful reminder of the key skills, knowledge and qualities to bring out in their practice when supporting families.

### Qualities and values

- Respect, integrity, empathy, inspiration and enthusiasm
- Belief that it is possible for everyone to change with support
- Warm, approachable, open and curious
- Respect for different cultures, ethnic groups, sexual orientation

### Knowledge and understanding

- Partnership approach for long term behaviour change
- Importance of the influence of environmental factors on the ability to change
- Processes involved in engaging and helping others
- Healthy nutrition for babies, children and the whole family, including during pregnancy
- Importance of parenting in shaping a family's lifestyle
- Healthy lifestyle habits
- Children's/baby's need for activity, and local opportunities for families to be active

### Skills and abilities

- Working in partnership with parents: a strengths-based, solution-focused approach
- Reflecting on one's own lifestyle to inform practice
- Building positive relationships with parents through listening and empathy
- Ability to help parents find their own motivation to adopt a happier, healthier family lifestyle
- Recognising when a family's needs require the involvement of other professionals
- Confidence to work authoritatively in a group setting
- Introducing ideas clearly, concisely and effectively
- Willingness and ability to follow HENRY interventions as set out in the Facilitator Manual
- Ability to share information without giving advice
- Modelling inclusive language
- Acknowledging contributions with **Empathy**, **Strengths** and **Paraphrasing**
- Ability to be calm & reflective
- Reflecting on one's own lifestyle to inform practice

*Please note, you are only permitted to deliver HENRY family support interventions where an annual Partnership & Support Fee is in place between HENRY and a local commissioning organisation and where you are attending regular Practice Development sessions with your local HENRY Coordinator*