

FACILITATOR ARCHETYPE:

THE SKILL SEEKER

“I’VE BEEN PROGRESSING QUICKLY, BUT I NEED MORE TARGETED TRAINING AND HANDS-ON EXPERIENCE.”

SCENARIO

The Skill Seeker wants to develop more skills to reach more youths in the community.

But when there’s a lack of work opportunity and specifically targeted training sessions, they find it hard to develop their skill gaps adequately.

As a result, the Skill Seeker feels nervous, under-confident and uninspired, causing them to consider leaving Reach.

BEHAVIOURS & ATTITUDES

- Highly motivated by the opportunity to reach and help youth
- Aren’t as confident when handling workshops and don’t feel ready to start soloing
- Enjoys training and being exposed to different trainers
- Prefers face to face workshops and training as they can build a connection

NEEDS & GOALS

- To reach more people and make positive impact to to communities
- More opportunities to run workshops - hands on experience
- More training and experience to confidently go solo
- More resources to help with training and development in their own time

FRUSTRATIONS

DEMOTIVATED BY THE ACCREDITATION PROCESS:

- Training groups aren’t catered to their skill level
- Not enough senior staff to help with training
- Not much communicated on process to transition to solo
- Lack of resources and difficulty in obtaining them
- Uneven distribution of opportunities between people