

RTI Implementer Series: Self-Assessment of Trainer Attributes

This handout is intended to provide trainees and trainers a framework for reflecting on their trainer attributes. Although part of the NCRTI Training of Trainers (TOT) activities, it can also be used for self-assessment and reflection before and after the delivery of trainings. It is not intended as an evaluation tool.

Instructions: Place an 'X' in the column that indicates your level of agreement with the following statements about your attributes. Once you have rated each attribute, consider how you can improve in these areas.

Statement	Level of Agreement				How Will I Improve?
	Strongly Disagree	Disagree	Agree	Strongly Agree	
I am confident and fully prepared when I present—just nervous enough to keep alert.					
I know my subject matter. I have studied my topic and experienced the events about which I speak.					
I know my audience. I respect and listen to participants, and call them by name, whenever possible.					
I am neutral and nonjudgmental. I validate everyone's experiences and their right to their own perspectives; I respect differences of opinion.					
I am culturally sensitive—aware that my own views and beliefs are shaped by my cultural background just as participants' cultures shape their perspectives.					



Statement	Level of Agreement				How Will I Improve?
	Strongly Disagree	Disagree	Agree	Strongly Agree	
I am self-aware. I recognize my own biases and “hot-buttons” and act in a professional manner when they are pushed.					
I am inclusive. I encourage all participants to share their experiences and contribute to the group learning process.					
I am lively, enthusiastic, and original. I use humor, contrasts, metaphors, and suspense; I keep my listeners interested and challenge their thinking.					
I use a variety of vocal qualities. I vary my pitch, speaking rate, and volume; I avoid talking in a monotone.					
I am aware of my body when presenting; my body posture, gestures, and facial expressions are natural and meaningful, reinforcing my subject matter.					
I make my remarks clear and easy to remember. I present one idea at a time and show relationships between ideas, summarizing when necessary.					

Statement	Level of Agreement				How Will I Improve?
	Strongly Disagree	Disagree	Agree	Strongly Agree	
I enhance my delivery with illustrations and examples, such as charts, visuals, and audio aids.					
I understand group dynamics and the stages that all groups go through. I am comfortable with conflict resolution.					
I am flexible. I read and interpret my participants' responses (verbal and nonverbal), and adapt my plans to meet their needs. I am in charge without being overly controlling.					
I am open to new ideas and perspectives and am aware that I don't know all the answers. I recognize that I learn from participants as well as offering them new knowledge or perspectives.					
I am compassionate; I am empathetic and understanding when participants experience emotional reactions to training.					
I am interested in evaluating my work. I encourage cotrainers and participants to give me feedback.					

About the National Center on Response to Intervention

Through funding from the U.S. Department of Education's Office of Special Education Programs, the American Institutes for Research and researchers from Vanderbilt University and the University of Kansas have established the National Center on Response to Intervention. The Center provides technical assistance to states and districts and builds the capacity of states to assist districts in implementing proven response to intervention frameworks.



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