



Australian Government

Assessment Requirements for SISXPLD004 Facilitate groups

Release: 1

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Modification History

Not applicable.

Performance Evidence

Evidence of the ability to complete tasks outlined in elements and performance criteria of this unit in the context of the job role, and:

- facilitate the effective functioning of three sport, fitness, aquatic or recreation groups
- across the above three group interactions collectively, utilise the following techniques to manage effective performance of the group:
 - facilitating group objectives, and decision making
 - managing positive group dynamics
 - building group cohesion and collaboration
 - resolving at least one conflict between group members.

Knowledge Evidence

Demonstrated knowledge required to complete the tasks outlined in elements and performance criteria of this unit:

- basic principles of group formation and stages of group development:
 - forming
 - norming
 - storming
 - performing
 - adjourning
- leadership styles, categories and types, appropriate to sport, fitness, aquatic and recreation activity situations
- facilitation techniques to assist groups to obtain the best outcomes:
 - providing clear, unambiguous information
 - using active listening
 - answering questions promptly and positively
 - eliciting ideas and feedback
 - negotiating solutions to group difficulties and individual differences
- key principles of group dynamics
- techniques used to manage positive group dynamics and negative interactions that influence the attitudes and behaviours of others
- barriers to effective group cohesion and how to respond:
 - conflict between individual and group goals

- personality clashes
- poor communication skills
- lack of commitment to goals
- poorly defined group boundaries, roles and responsibilities
- techniques to build group cohesion and collaboration:
 - defining objectives of sessions and negotiating group goals
 - defining group boundaries, roles and responsibilities while allowing for group decision making
 - focusing the group on shared activities
 - encouraging individuals to assist other group members
 - encouraging optimum interaction between group members by:
 - rotating partners and sub-groups for different activities
 - allocating tasks to group participants and rotating tasks
- signs, stages and levels of conflict within groups, and techniques used to resolve at each stage of escalation.

Assessment Conditions

Skills must be demonstrated in a sport, fitness, aquatic or recreation environment. This can be:

- a workplace, or
- a simulated industry environment set up for the purposes of skills assessment.

Assessment must ensure the use of:

- interaction with group participants; these can be:
 - group participants in an industry workplace, or
 - group participants who participate in simulated activities used for the purpose of skills assessment

Assessors must satisfy the Standards for Registered Training Organisations requirements for assessors.

Links

Companion Volume implementation guides are found in VETNet -

<https://vetnet.gov.au/Pages/TrainingDocs.aspx?q=1ca50016-24d2-4161-a044-d3faa200268b>