
Will, Skill, Knowledge, Capacity, and Emotional Support

When supporting others to grow, develop, and learn, ask yourself:

- In what areas can I help this person?
- Where does he/she struggle most?
- Where are his/her strengths?

<p>WILL</p> <p>Courage to take a risk in your zone of proximal development. The level of your commitment exceeds the fear and discomfort of the risk. You have the courage to engage this practice with diverse clients and in different settings.</p>	<p>SKILL</p> <p>You have practiced this extensively and are ready for a whole range of things that might happen. You know variations that can occur, can anticipate responses, and can get predictable results across settings and audiences when the conditions are all in place.</p>
<p>KNOWLEDGE</p> <p>You have the declarative content knowledge to explain the theory and practice, and to cite significant research and experience related to it. (Does not mean you know everything.)</p>	<p>CAPACITY</p> <p>You have created the time and material support systems for you to practice in this way. (You can find the time, organize the work, get the materials, prepare the conditions, and so on.)</p>
<p>EMOTIONAL SUPPORT</p> <p>You have built the alliances necessary to engage this practice. You have made sure that you get the emotional release you need to work with diverse groups and settings. You make sure somebody has your back.</p>	

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