

Lesson 2 Initial Self-Assessment

Learning objectives

To identify what kind of FairShares Labs trainer you are.

Description of the Content of the Session

In this lesson you will assess yourself as a potential FSL trainer and you will become more familiar with the values and principles of FairShares.

Resources required

Computer with internet connection, pen and paper, and access to a printer.

Enrolment on the course at www.fsi.coop/courses

Content

Individual:

Task 1 Download, then fill in “Learning Activity – Profiling as an FSL Trainer” (10 mins)

In study groups or individually

Task 2 Ask feedback from three people who might have an idea of you as a trainer and ask them to fill in this questionnaire with you in mind as a trainer.

Task 3 Compare the results

Task 4 Answer the following questions:

- Which competencies have I developed well to become a FairShares Lab trainer?
- Which competencies do I have to improve or develop?

Task 5 Download and reread the FairShares Values and Principles. Write out (or discuss with your study group) **your attitude** to the five FairShares values and principles.

(What do they mean to you?)

Evaluation of the lesson

- To what extent has it been useful to fill in the self-assessment test?
- Has it been useful to write down your attitudes towards the five FairShares values and principles?

Expectations of the FairShares Trainer

- Critical self-reflection, filling in the self-assessment test.
- Developing critical awareness of attitudes to FairShares values and principles.

Time

1 ½ hrs



Additional resources

[FairShares Values and Principles](#): This document describes the five FairShares values and principles and shows how they link to the six key questions in the FairShares Model.

[Managers' competences in social enterprises: Which specificities?](#) This journal article is based on social enterprise managers' views of the key knowledge, skills and abilities they need to run their enterprises. It adds to the debate about values and principles in the context of multi-stakeholder social enterprises.

[The Adult Learning Theory - Andragogy - of Malcolm Knowles](#): Knowles is a key theorist of the differences between pedagogy (the education of children) and andragogy (the education of adults and adult learning). This page provides a short introduction to his work.

[Changing Education Paradigms](#): This engaging short video examines the characteristics of good (non-standardised) learning through collaboration. It offers a powerful critique of the weaknesses of standardisation in teaching and inflexible assessment.

[Train the Trainers Toolkit \(NHS\)](#): Some benefits may be derived from examining how other large organisations organise 'Train the Trainer' programmes. Here is an example from the NHS.