

Skill Builder Types

Part of the SBS Employment Model

The Guide

This type typically has expertise in a particular skill to the extent that they feel comfortable to guide another to learn that skill. They might demonstrate a technique to a group or one to one. Alternatively they might have an experience that they might retell in order to inspire or empower others. The guide is someone who has a passion for their skill or strength and enjoys seeing others develop that skill for themselves. Guides are good at explaining things, patient and accepting of their “students” skill level. A guide does not force information on people but gives their knowledge freely for others to use or not. The guide is often heard saying “I can show you if you like.”

The Connector

This type excels at connecting people with others that have a skill, knowledge or experience that could help them. The connectors often know many people inside and outside the group. They have an amazing capacity for connecting people who will enjoy helping each other. The connector can often be heard saying “I have a friend, Bob, who...Shall I introduce you?”

The Resourcer

This type is adept at finding resources for the group or an individual looking to expand their activities or skills. This type is often skilled at using IT to collect data and loves to be able to share what they have found from bargain materials to how-to videos and training courses. This type tests out their resources so they can recommend them to others. The Resourcer is often heard saying “I found this great...”

The Encourager

This type has a knack for seeing the positive in other people's efforts to develop new skills. The Encourager can sense when a few words of encouragement would help the other person break free of anxiety or feeling “stuck.” Encouragers are often heard expressing their appreciation for other people's skills and strengths.

The Clarifier

This type of Skills builder is great at cutting through “static” to the heart of an issue. The clarifier uses questions to “dig” deeper and discover what the other person's goals are, where they are with those goals and helps them identify for themselves what the next step could be. A clarifier likes to help people discover their own solutions. Clarifiers are often heard asking questions.

Master Skills Builder

This person demonstrates all the “Skill builder” types. He is the person who people often seek out to ask advice or watch how they are doing something. This person supports others as they learn using a variety of approaches. This person is often heard saying “How can I help?”