

Skills required for community development

Building relationships Multi-agency, community and inter-professional joint planning

With key partners and consultation

Appropriate organisational Facilitative approach; conflict management; group work experience

And leadership styles

Communication with Speaking the language of diverse groups and organisations

People at different levels

Humility Accepting other people's ideas and knowledge; egalitarianism

Maintaining confidentiality Awareness of potential dilemmas and conflicts of interest within and

Between groups

Flexibility Working across boundaries; managing change

Negotiating skills Dealing with resistance; setting realistic time-scales; not promising

Things you cannot deliver; securing organisational backing

Awareness of equal Anti-discriminatory practice; sensitivity to issues of gender and race

Opportunities

Accountability Clarity of roles and responsibilities

Advocacy/lobbying Empowerment in everyday decision-making; providing choices about,

And influence over, service provision

Evaluation skills What have the benefits been to the community, short/long-term?

Research awareness In-built, dynamic research approach; utilising evidence-based practice

Team working Working and learning together

Interpersonal skills Strengthening social relationships

Health promoter Skilled in health needs assessment and building healthy public policies