



# HARNNESS

## FEARLESS FACILITATORS

**Train-the-Trainer Manual**



**20-Hour Certification • Fearless, Aware & Protected Curriculum**

# **HARNESS Fearless Facilitators Train-the-Trainer Manual**

## **20-hour certification program | Max 16 trainees**

### **Section 1: Program Overview & Philosophy**

#### **Vision**

Every trainer leaves as a **Fearless Facilitator** – someone who can hold space for vulnerability, correct myths without shame, celebrate pleasure, and guide participants to build their own layered MATCH protection plans.

#### **Core HARNESS Principles (trainers must embody and teach)**

- Fearless: Self-authored protection
- Aware: Full-spectrum body & rights literacy
- Protected: Layered, personalized MATCH (5-stage framework: Mindset → Awareness → Respect → Negotiation → Strategy)
- Sex-positive, pleasure-inclusive, shame-free
- Trauma-informed, culturally humble, anti-oppressive
- Evidence-based (CDC, WHO, National Sex Education Standards)

#### **Trainer Competencies (assessed throughout)**

1. Content mastery of the 13-chapter ebook, 12-lesson guide, MATCH tool, 40+ ritual cards, SafER Sex Agreement Builder, and 88 slides
2. Trauma-informed facilitation (grounding, choice, consent in the room)
3. Sex-positive language & comfort with pleasure talk
4. Handling disclosures, triggers, and challenging questions
5. Co-facilitation & group management
6. Adaptation for different workshop formats (90-min pop-up, 4-hr deep dive, 15-hr full 12-lesson series)

### **Section 2: Pre-TTT Requirements for Trainees**

- Complete the full participant-level FAP curriculum (self-paced via interactive ebook + workbook)
- Submit a 2-page reflection: “My Protection Journey & Why I Want to Facilitate”
- Signed Trainer Code of Ethics (see Appendix A)
- Basic facilitation experience recommended (or co-facilitate with mentor)

## **Section 3: Detailed 3-Day Agenda**

### **Day 1: Becoming the Facilitator (7 hours)**

**Theme:** From Participant to Fearless Leader

- 9:00–9:30 – Welcome Ritual (use Ritual Card #1 – “Circle of Protection”)
- 9:30–10:30 – Icebreaker + “Superpower” share (Card G1 from Activity Deck)
- 10:30–12:00 – Deep Dive: HARNESS Philosophy & MATCH 5-Stage Framework (interactive puzzle activity)
- 12:00–1:00 – Lunch
- 1:00–3:00 – Trainer Skill Lab 1: Trauma-Informed & Sex-Positive Language (role-plays, language swaps)
- 3:00–4:30 – Content Mastery: Modules 1 & 2 (Becoming Fearless + Becoming Aware) – Trainees co-teach 15-min segments using the 88 slides
- 4:30–5:00 – Debrief & Grounding

### **Day 2: Mastering the Heart of the Work (7 hours)**

**Theme:** Consent, Communication & Negotiation

- 9:00–9:30 – Morning Ritual Check-In (Emoji + Ritual Card)
- 9:30–11:30 – Skill Lab 2: Consent & Boundary Role-Plays (use Boundary Blueprint scenarios + live coaching)
- 11:30–12:30 – Content Mastery: Module 3 (Building Respect)
- 12:30–1:30 – Lunch
- 1:30–3:30 – Skill Lab 3: SafER Sex Agreement “Speed Dating” – Trainees rotate and negotiate live
- 3:30–5:00 – Content Mastery: Module 4 (Mastering Negotiation) + Ritual Card integration practice

### **Day 3: Strategy, Practice & Certification (6 hours)**

**Theme:** From Plan to Real-World Impact

- 9:00–9:30 – Ritual Opening
- 9:30–11:30 – Content Mastery: Module 5 (Staying Protected) + Full MATCH Puzzle Chain build
- 11:30–1:00 – Full Workshop Practicum Prep (trainees choose one 45–60 min segment from any module)
- 1:00–2:00 – Lunch
- 2:00–4:30 – Live Practicum Rounds (each trainee facilitates 45 min + 15 min peer + lead trainer feedback using the FAP Feedback Rubric)
- 4:30–5:00 – Closing Ceremony, Certification, & “One-Year Vision” (Card 5.3)

### **30-Day Virtual Follow-Up (4 hours)**

- Submit recorded 20-min micro-session from your first real workshop

- Group feedback + troubleshooting
- Final certification issued

## **Section 4: Trainer Skill Labs (Reusable Activities)**

### **Skill Lab 1 – Language Transformation (45 min)**

Trainees receive 20 “problem phrases” (e.g., “Be responsible,” “Don’t get pregnant”) and rewrite them in FAP language. Gallery walk + discussion.

### **Skill Lab 2 – Disclosure Response Protocol (60 min)**

Role-play 5 common disclosures. Use the 4-step HARNES Response Model:

1. Thank & Ground
2. Affirm Choice & Safety
3. Offer Resources (no fixing)
4. Re-center Group

### **Skill Lab 3 – Ritual Integration (50 min)**

Each trainee picks 2 ritual cards and demonstrates how to weave them into different modules.

## **Section 5: Module-by-Module “How to Teach It” Quick Guides**

(Full 12-lesson mapping available in editable Google Doc version upon request)

### **Module 1 – Becoming Fearless**

Key activity to demo: “I Am the Author” (Card 1.1). Trainer tip: Model first with your own 1-sentence Author Statement.

### **Module 2 – Becoming Aware**

Key activity: Myth vs. Fact Relay. Trainer tip: Keep energy high – prizes for creativity, not perfection.

### **Module 3 – Building Respect**

Key activity: Boundary Blueprint role-plays. Trainer tip: Always offer scripts + “pass” option.

### **Module 4 – Mastering Negotiation**

Key activity: SafER Sex Agreement Speed Dating. Trainer tip: Time strictly; debrief mood-killer fear openly.

### **Module 5 – Staying Protected**

Key activity: MATCH Puzzle Chain + One-Year Vision. Trainer tip: End every workshop with this for lasting impact.

## **Section 6: Handling the Hard Stuff (Appendix B – 10 Scenarios)**

Includes scripts for:

- Religious pushback
- “This is too much for teens”
- Participant dominating with personal story
- Triggered participant
- Tech failure with MATCH tool

## **Section 7: Assessment & Certification Rubric (100 points total)**

- Content Accuracy: 30
  - Trauma-Informed & Inclusive Facilitation: 30
  - Engagement & Sex-Positive Energy: 20
  - Adaptation & Co-Facilitation: 10
  - Practicum Delivery + Reflection: 10
- Passing:** 85+ points + signed Code of Ethics + recorded micro-session

## **Section 8: Materials & Branding Kit Included in This Code**

- Full TTT slide deck (88 slides + trainer-only notes)
- All Activity & Discussion Cards (from previous delivery)
- Trainer Handbook (this document)
- Participant Workbook templates
- Feedback Rubric (Google Form ready)
- Marketing one-pager for your workshops
- Logo & branding files (Fearless, Aware, & Protected lockup)

## **Appendix A - Trainer Code of Ethics (must sign)**

We commit to:

- Never shaming or pathologizing any consensual behavior
- Honoring participant confidentiality and choice
- Staying current with evidence (annual CE required)
- Practicing self-care and seeking support when needed
- Centering the most marginalized voices

### **NEW Expanded Additions:**

#### **Adult Learning Principles (Knowles) Integration**

- Trainees experience → immediately practice → reflect (70/20/10 rule followed in every session).

#### **Values Clarification Exercise (45 min – Day 1)**

Trainees sort 20 statements (e.g., “Pleasure is as important as safety”) into Agree / Disagree / Unsure piles, then discuss shifts. Trainer models neutrality.

#### **Full Trauma-Informed Ground Rules (co-created on Day 1)**

1. One mic / Pass option
2. “I” statements
3. Confidentiality + “What’s said here stays here, what’s learned leaves here”
4. Assume best intent, impact matters

#### **Detailed Facilitation Rubric (Google Form ready)**

Content Accuracy 30 | Trauma-Informed 30 | Energy & Inclusivity 20 | Adaptation 10 | Practicum 10

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## **APPENDIX C – 12 Additional Skill Labs**

(one dedicated Skill Lab per lesson in the 12-lesson series)

### **Quick Lesson Reference**

1. Welcome & Fearless Mindset
2. Self-Authorship & Personal Power
3. Body Literacy & Anatomy
4. STIs, Testing & Treatment
5. Contraception & Pregnancy Options
6. Pleasure-Positive Sexual Health
7. Consent Cultures & Enthusiastic Yes
8. Boundaries, No’s & Power Dynamics
9. Communication & Vulnerability
10. SafER Sex Agreement Building

11. The MATCH 5-Stage Protection Plan
12. Integration, Rituals & Long-Term Practice

### **Skill Lab 1 (Lesson 1): Opening Ritual Mastery**

**Objective:** Trainees master creating trauma-informed, empowering workshop openings.

**Time:** 45 min | **Group:** Full cohort

**Materials:** Printed Ritual Cards

**Instructions:** 1. Each trainee picks/adapts one ritual (5 min prep). 2. Rotate leading a 3-min opening for the group. 3. Peer + trainer feedback round.

**Tips:** Always highlight “choice” and “pass” language.

**Debrief:** Which elements made the space feel instantly fearless and safe?

### **Skill Lab 2 (Lesson 2): Values Clarification Facilitation**

**Objective:** Lead neutral values exercises without imposing personal beliefs.

**Time:** 50 min

**Materials:** 25 statement cards (pleasure/protection/relationships)

**Instructions:** 1. Trainees run the full pile-sort activity in small groups. 2. Facilitate 10-min discussion on shifts.

**Debrief:** How does staying values-neutral increase participant safety?

### **Skill Lab 3 (Lesson 3): Inclusive Anatomy Teaching**

**Objective:** Teach body literacy with shame-free, gender-inclusive, pleasure-positive language.

**Time:** 60 min

**Materials:** Diverse anatomy charts

**Instructions:** 1. Pairs prepare 5-min mini-lesson on one body part. 2. Deliver & receive live coaching on language swaps.

**Debrief:** How did adding pleasure change the room energy?

### **Skill Lab 4 (Lesson 4): Myth-Busting Relay Coaching**

**Objective:** Run high-energy myth vs. fact activities while correcting inaccuracies kindly.

**Time:** 40 min

**Materials:** Pre-made myth cards

**Instructions:** Trainees rotate leading relay stations; trainer models corrections.

**Debrief:** What phrasing kept the activity fun and non-shaming?

### **Skill Lab 5 (Lesson 5): Contraception Options Demo**

**Objective:** Demonstrate methods accessibly and non-judgmentally.

**Time:** 55 min

**Materials:** Sample models, efficacy charts

**Instructions:** Small groups rotate through method stations; each trainee teaches one method.

**Debrief:** How do we honor all choices equally?

### **Skill Lab 6 (Lesson 6): Pleasure-Positive Language Lab**

**Objective:** Practice weaving pleasure into every sexual health conversation.

**Time:** 45 min

**Instructions:** Rewrite 10 clinical sentences into pleasure-inclusive versions; gallery walk.  
**Debrief:** What changed when pleasure was centered?

**Skill Lab 7 (Lesson 7): Consent Role-Play Coaching**

**Objective:** Coach live consent scenarios with real-time feedback.

**Time:** 75 min

**Materials:** Scenario cards

**Instructions:** Trainees facilitate & coach 2 role-plays each (enthusiastic yes / soft no / pause).

**Debrief:** What coaching phrases helped without shaming?

**Skill Lab 8 (Lesson 8): Power Dynamics & Boundaries**

**Objective:** Address power imbalances in consent conversations.

**Time:** 50 min

**Instructions:** Case study groups map power dynamics, then role-play boundary scripts.

**Debrief:** How do we name power without blame?

**Skill Lab 9 (Lesson 9): Vulnerability & “I” Statements**

**Objective:** Model and teach authentic communication.

**Time:** 40 min

**Instructions:** Trainees practice delivering a personal vulnerability share, then coach others.

**Debrief:** How does modeling vulnerability build group trust?

**Skill Lab 10 (Lesson 10): SafER Agreement Speed-Dating**

**Objective:** Facilitate negotiation practice at scale.

**Time:** 65 min

**Materials:** Agreement builder worksheets

**Instructions:** Run full speed-dating rotation; debrief mood-killer fears openly.

**Debrief:** What made agreements feel connecting instead of clinical?

**Skill Lab 11 (Lesson 11): MATCH Puzzle Chain Build**

**Objective:** Guide participants to create complete layered plans.

**Time:** 55 min

**Materials:** MATCH puzzle visuals

**Instructions:** Each trainee walks a partner through building their own MATCH plan.

**Debrief:** How does the full puzzle feel different from single-method advice?

**Skill Lab 12 (Lesson 12): Closing Vision & Ritual Integration**

**Objective:** End workshops with lasting empowerment and ritual.

**Time:** 50 min

**Instructions:** Trainees design & lead a closing vision activity + ritual.

**Debrief:** What closing elements create the strongest “I am Fearless, Aware, & Protected” feeling?

**APPENDIX D – Sample Workshop Marketing Flyer (Texas Version)**

**Text / Canva-Ready Version (8.5×11 portrait – copy into Canva template “Flyer” → teal/gold theme)**

[Top banner with Texas star + HARNESS logo]

BECOME  
FEARLESS • AWARE • PROTECTED

Sex-Positive Sexual Health Workshop  
for Young Adults (16+) & Adults

Ready to take control with confidence, knowledge, and joy?

- ✓ Build your personal MATCH layered protection plan
- ✓ Hands-on consent & boundary practice
- ✓ Shame-free conversations about pleasure & relationships
- ✓ Latest STI, testing & contraception info
- ✓ LGBTQ+ affirming • Values-neutral • Evidence-based

KATY, TEXAS WORKSHOP  
Saturday, March 15, 2026  
10:00 AM - 4:00 PM  
Katy Public Library Community Room  
\$25 (scholarships available) • Lunch included

REGISTER TODAY!  
[harnessproject.org/fap-katy](https://harnessproject.org/fap-katy)  
Text “PROTECTED” to (832) 555-0199

Limited spots - First 25 participants get a free MATCH toolkit!

The HARNESS Project  
Empowering Texans to live boldly and safely  
[QR code] #FearlessAwareProtected

**Visual Example of the Printed Flyer (print-ready mockup – designed with empowering, inclusive imagery):**



## **APPENDIX E – CEU Application Template**

**(for Texas educators/counselors – modeled on NASW-TX, BHEC LPC, and DSHS guidelines)**

### **Continuing Education Approval Application The HARNESS Project – Fearless Facilitators Train-the-Trainer**

#### **1. Provider Information**

Organization: The HARNESS Project  
Contact Person: [Your Name], Lead Trainer  
Address: Katy, TX 77494  
Email/Phone: [your info]  
Provider Type: External / Community-Based

#### **2. Program Title**

Train-the-Trainer: Fearless Facilitators Program for the Fearless, Aware & Protected Curriculum  
(20 contact hours)

#### **3. Date(s) & Format**

March 7–9, 2026 (in-person/hybrid) + April 8 virtual follow-up  
Location: Katy, TX (or Zoom)

#### **4. Number of Contact Hours Requested**

20 hours (LPC, LMSW, CHW, Health Educator CPE)

#### **5. Program Description (150–200 words)**

[Insert full overview from TTT manual – empowering language about building fearless, sex-positive facilitators using MATCH framework, trauma-informed practices, etc.]

#### **6. Learning Objectives (measurable – at least 6)**

By the end of this program, participants will be able to:

1. Facilitate the MATCH 5-stage protection framework with fidelity.
2. Demonstrate trauma-informed and sex-positive language in real-time.
3. Coach consent and negotiation role-plays effectively.
4. Lead values-clarification exercises while remaining neutral.
5. Evaluate participant learning using the HARNESS rubric.
6. Integrate ritual cards to create safe, empowering group space.

#### **7. Detailed Agenda**

[Copy the full 3-Day + follow-up agenda from Section 3 of the TTT manual]

#### **8. Target Audience & Prerequisites**

Sexual health educators, counselors, peer leaders (16+ workshop experience preferred).

## **9. Instructor Qualifications**

[Insert bios – include your TTT certification, years of experience, etc.]

## **10. Evaluation & Assessment Plan**

- Pre/post knowledge & comfort survey
- Live practicum rubric (100 points)
- 30-day recorded micro-session review
- Participant satisfaction form (Likert + open)

## **11. Attachments Checklist (include with submission)**

- Detailed timed agenda
- Instructor CVs/resumes
- Sample evaluation form
- Marketing flyer (Appendix D)
- Certificate template (Appendix in TTT)
- Bibliography / evidence base (CDC, WHO, National Sex Ed Standards)

## **Submission Notes for Texas Boards**

- NASW-TX: \$50 fee + online form
  - BHEC (LPC): Follow Rule 681.140 – submit via provider portal
  - TEA / DSHS: Partner with approved program or use CHW pathway
  - Include “Texas DSHS evidence-based alignment” statement for local credibility
-