

Group Works Patterns by Category

groupworksdeck.org

Intention

Concentrate on serving the larger purpose for the gathering and how it is enacted. Why are we here? What's our shared passion? What we are aiming to accomplish? Includes addressing the longer term meaning and consequence of this event or series.

Commitment
Invitation
Priority Focus
Purpose
Setting Intention

Keystone patterns are in **bold**

Faith

Trust and accept what happens in a spirit of letting go and letting come. Invite the mystery and complex magic of emergence. This quality is felt as a deep sense of connection not only to those assembled and to the work's purpose, but to the larger universe as well.

All Grist for the Mill
Dive in
Emergence
Letting Go
Magic
Presence
Silence
Spirit
Trust the Wisdom of the Group

Context

Be aware of and respect the broader context and circumstances of time, place, and culture. Grounded in this understanding, intentionally create the container for group engagement.

Aesthetics of Space
Circle
Gaia
Group Culture
History and Context
Nooks in Space and Time
Power of Place
Whole System in the Room

Inquiry & Synthesis

Discover coherence and shared meaning to move toward convergence. By gathering knowledge and teasing out the threads of common understanding, you can arrive at consensus and clear outcomes.

Deliberate
Distilling
Experts on Tap
Feedback
Go Deeper
Harvesting
Inform the Group Mind
Inquiry
Mapping and Measurement
Moving Toward Alignment
Naming
Story
Yes, And

Relationship

Create and maintain quality connections with each other through nurturing rapport and friendship, honouring people's full selves, and finding ways to be authentic. This sometimes requires working with power relations, or foregrounding emotional needs in the moment rather than task..

Appreciation
Breaking Bread Together
Celebrate
Good Faith Assumptions
Honour Each Person
Hosting
Power Shift
Shared Airtime
Tend Relationships
Transparency

Modelling

Cultivate essential skills and responsibilities for both facilitators and participants, to ensure the process goes well and to demonstrate good group practice. Leading by action and example, guide the group toward effective personal and collective self-responsibility.

Appropriate Boundaries
Courageous Modelling
Discharging
Dwell with Emotions
Guerrilla Facilitation
Holding Space
Listening
Mirroring
Not About You
Self-Awareness
Shared Leadership and Roles
Simplify
Taking Responsibility
Witness with Compassion

Flow

Group events have a rhythm and a flow to them. Both in anticipating an event and in response to emerging circumstances, pay attention to energy and pacing; let this influence your decisions on when to do what, how long and how often.

Balance Process and Content
Balance Structure and Flexibility
Closing
Divergence and Convergence Rhythm
Follow the Energy
Iteration
Opening and Welcome
Preparedness
Reflection/Action Cycle
Rest
Right Size Bite
Ritual
Seasoned Timing
Subgroup and Whole Group
Trajectory

Perspective

Understand divergent ways of seeing an issue to support the group in openly and thoughtfully exploring options. Be flexible and use your imagination in considering a variety of vantage points. The key is in how you look at something.

Common Ground
Embrace Dissonance and Difference
Fractal
Go Meta
Seeing the Forest, Seeing the Trees
Time Shift
Translation
Unity and Diversity
Value the Margins
Viewpoint Shift

Creativity

Apply the wisdom of different processing styles and a variety of expressive modes to open up creative possibilities. Established conventions may need to be challenged or worked with. Ask how this session could be more fun in order to better accomplish its goal.

Challenge
Expressive Arts
Generate Possibilities
Improvise
Mode Choice
Playfulness
Power of Constraints

Group Works Pattern List

1. Aesthetics of Space
2. All Grist for the Mill
3. Appreciation
4. Appropriate Boundaries
5. Balance Process and Content
6. Balance Structure and Flexibility
7. Breaking Bread Together
8. Celebrate
9. Challenge
10. Circle
11. Closing
12. Commitment
13. Common Ground
14. Courageous Modelling
15. Deliberate
16. Discharging
17. Distilling
18. Dive In
19. Divergence and Convergence Rhythm
20. Dwelling with Emotions
21. Embrace Dissonance and Difference
22. Emergence
23. Experts on Tap
24. Expressive Arts
25. Feedback
26. Follow the Energy
27. Fractal
28. Gaia
29. Generate Possibilities
30. Go Deeper
31. Go Meta
32. Good Faith Assumptions
33. Group Culture
34. Guerrilla Facilitation
35. Harvesting
36. History and Context
37. Holding Space
38. Honour Each Person
39. Hosting
40. Improvise
41. Inform the Group Mind
42. Inquiry
43. Invitation
44. Iteration
45. Letting Go
46. Listening
47. Magic
48. Mapping and Measurement
49. Mirroring
50. Mode Choice
51. Moving Toward Alignment
52. Naming
53. Nooks in Space and Time
54. Not about You
55. Opening and Welcome
56. Playfulness
57. Power of Constraints
58. Power of Place
59. Power Shift
60. Preparedness
61. Presence
62. Priority Focus
63. Purpose
64. Reflection-Action Cycle
65. Rest
66. Right Size Bite
67. Ritual
68. Seasoned Timing
69. Seeing the Forest, Seeing the Trees
70. Self-Awareness
71. Setting Intention
72. Shared Airtime
73. Shared Leadership and Roles
74. Silence
75. Simplify
76. Spirit
77. Story
78. Subgroup and Whole Group
79. Take Responsibility
80. Tend Relationships
81. Time Shift
82. Trajectory
83. Translation
84. Transparency
85. Trust the Wisdom of the Group
86. Unity and Diversity
87. Value the Margins
88. Viewpoint Shift
89. Whole System in the Room
90. Witness With Compassion
91. Yes, and