

# Group Works Patterns by Category

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## 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