Group Works Patterns by Category

groupworksdeck.org

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

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

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

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

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

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

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