

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

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*

Group Works: Applications

1. Learning, Study & Play (by individuals or groups)

- Pick out which patterns you are already skilled at, and which you wish to strengthen. Look at how to practice and improve at the latter.
- Choose a card of the day/week/month to study, consider, and hold in your attention.
- Make up games to do with the cards.
- Create “method maps” that show key patterns in different group process methodologies.
- Draw a tarot spread; for example, a simple 3-card spread can represent your past/present/future with a situation.
- Dilemma-Sharing: In a group of 4-7, deal out 6 random cards to each player. Each player in turn has about 2 minutes to explain a current situation or dilemma they are facing. The other players then offer that person 1 card from their hand that they think will best aid the person in facing that challenge, and explains briefly how the card relates. Deal out a new replacement card to each player between turns.

2. Preparation, Planning & Event Design

- Choose which patterns are the most important for your event to meet its goals, and orient the design work around them.
- View each of the nine categories and see what guidance each suggests. You could even make a grid with the categories on rows and time periods on columns (e.g. far in advance of session, final prep, during session, and follow-up).
- Map out your session using the cards, in sequence, as a storyboard.

3. Actively in the Session: Mid-Stream Guidance, Stewarding and Troubleshooting

- Shortly before the session, select a card for personal guidance as a facilitator.
- As part of the opening of the meeting, invite someone from the group to select a card at random for the group to keep in mind for the duration.
- Ask each person present to select a card, share them, and then take responsibility for stewarding that pattern during the meeting, thus sharing responsibility for good process.
- Invite each participant to choose 3 cards they use to tell a story related to the theme of the session; share in small groups.
- If the group gets stuck, pick one or more cards for intuitive guidance.

4. Evaluation, Reflection & Debriefing

- If you used the cards or categories in planning, go back to those same patterns for the debrief discussion and consider how you fulfilled each or how it could have been better.
- Choose a few patterns at random and consider your event in light of them.
- Observe and thank facilitators and participants by sending them e-cards with the image of the card they have exemplified, with a thank you.