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. Couragous 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

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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.

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