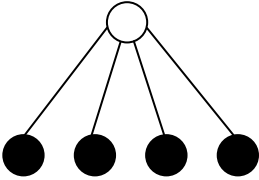
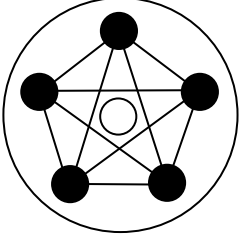
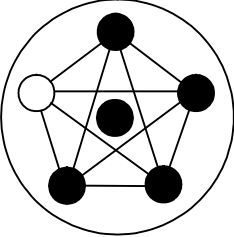
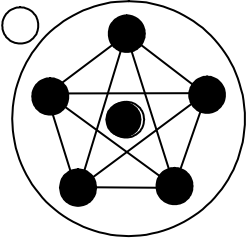


Options for facilitation of a group

| Sociogram | Would look like (the behavior) | Remarks |
|-------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>Direct / train / be in charge</p>  | <p>Facilitator leads the meeting, manages all communication, inserts content, directions.</p> | <p>Effective for transferring information or giving direction. Too much of this invites resistance, discourages ownership.</p> |
| <p>Facilitate / Point guard</p>  | <p>Facilitator acts as a discussion leader, sees that all are heard equally and that the group stays on task. Also helps to correlate and connect related statements or inviting contributors to say more, go deeper on a point when otherwise might not or be invited to.</p> | <p>Best used when facilitator knows less about the content than the participants. Also helpful when there is a need for ownership by the participants.</p> |
| <p>Participant / Place at the table</p>  | <p>Facilitator acts as a member of the group at the table giving both content and process inputs.</p> | <p>Very effective way to support a client who wants/needs to keep control of the group but needs process assistance. Great way to process a meeting for a client.</p> |
| <p>Advocate / support self management</p>  | <p>If facilitator, give a task to the group with instructions for process such as roles, time boundaries etc, Then step back and let the group work and report out their findings after a fixed period of time.</p> | <p>Very effective when the group has the answers and buy in to the decision is needed.</p> |