

Facilitation

The facilitator contributes **structure** and **process** to interactions so that groups – who make up the living content – are able to journey towards its stated purpose. It is also about managing the **emotion**, which will emerge as the group attends to the content.

Awareness

Awareness is key to facilitation. Awareness is not simply a cognitive process, but it is the experience of our **senses** and our **physical self**. Six senses of awareness: see, hear, touch, smell, taste and physical sensations. It is knowing what I am **doing, now**. In the situation that **is**. It is not attending to what was, could be, should be, or what I think it is.

We do not see the individual or group as something to be studied, changed or fixed. Rather, we are fully present with them – seeing, hearing, experiencing. We selectively share our self-awareness with the group (use of self) and support their self-awareness.

Use of self

We work by attending to the '**data**' of 'what is', rather than to our own 'meaning making'. We search only for what is obvious or given. Not what we interpret.

- 'Press pause' on the meaning we make of things
- Describe what we experience or observe
- Give equal value to all observations

Three possible steps to using self:

- describe what you see/experience (data only)
- describe the impact you experience/imagine
- suggest an action - redirect behaviour/redirect to purpose

The first step – raising awareness in others of what you experience, is often enough. The other steps can be used when making an immediate intervention (e.g. when behaviour is challenging the group)

- i) "I'm noticing that ..."
- ii) "That's making me think / I'm wondering if this might mean that ..."
- iii) I would like to suggest that ...

Intent – is key. Am I making this intervention for the good of the group and to help the group achieve its purpose?