

TRENDS IN CROIP



DIFFERENCES IN GROUP



<p>Talking space</p> <p>Group member continues to use the shared talking time</p> <p>Contributions from other people who spoken</p> <p>Use comfort agreement/group guidelines - step up step back</p> <p>Encourage individual to let others speak</p> <p>Group check in around how they feel the way the talking space is being used</p> <p>Time limits on contributions at the start</p> <p>Use speakers list</p> <p>Give group member time (5 mins?) at the beginning or end of group to speak</p> <p>Use a talking piece</p> <p>Use a sound making instrument, like a bell, to shake when the speaker's time is finished</p> <p>Side talk</p>	<p>Staying on track</p> <p>Example: the group has a lot to discuss but keeps getting sidetracked</p> <p>Suggestions:</p> <ol style="list-style-type: none"> 1. Assess the conversation, if it is meaningful and/or relates to topic in some way and if there is flexibility in the schedule no need to intervene 2. If there is no flexibility thank group members for their contributions and redirect them back to the topic at hand 3. Invite a group member to play time keeper 4. Use a "parking lot" for new topics to cover at the end of the session or workshop 5. Revisit the group's agenda and priorities to see if the group wants to make changes 6. Prepare a more structured agenda with the group ahead of time, with time limits <p>Reducing Side conversations</p>	<p>Avoiding Cyclical Discussion</p> <p>Example: group members continue to discuss that keeps going in circles with no new insights or conclusions.</p> <p>Causes: not enough or the right kind of information available or members have a strong emotional reaction to the topic.</p> <p>Suggestions:</p> <ol style="list-style-type: none"> 1. Gently bring people back to the original topic 2. Ask the group members what they need to move on 3. Suggest to the group that we need to have all the information and we can continue the conversation when we know more 4. Remind group members of the comfort agreement/group guidelines agree to disagree 5. Ask and acknowledge how the group members are feeling 6. Do a mindful moment with the group 7. Speak to group members individually and ask how you can be supported <p>Attention & Focus</p>
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DIFFERENCES IN GROUP



<p>Group member interrupts others as speaking</p> <p>Establish a comfort agreement/group guidelines - avoid cross talk Agree to count to 10 before sharing comments Agree to write down their comments so they can share them later</p> <p>Members' time</p> <p>Group members repeatedly arrive late or when returning from breaks</p> <p>Ask the group how they feel about members who are late</p> <p>Review the group members of the comfort agreement/group guidelines or add a guideline around arriving late</p> <p>Check in with group members individually and identify supports they need to arrive on time</p>	<p>Example: several members of the group are having private conversations while someone is speaking</p> <p>Suggestions:</p> <ol style="list-style-type: none"> 1. Assess whether to address it before intervening: is it constant or brief? 2. If constant, refer to the comfort agreement /group guidelines - avoid cross talk 3. If the conversation is not about the topic being discussed, check if the group needs a break or a stretch 4. If the conversation is about the topic being discussed, ask if they want to share their insights or feedback with the group 5. Remind everyone that there will be time for discussion during break or after the group 6. Invite the group to talk about how they feel about side conversations and adjust the comfort agreement as needed 7. Be transparent and share how you feel about the side conversations. Be assertive and use strengths-based language <p>Cultivating a Non-Judgemental Space</p> <p>Example: a group member is using labels and</p>	<p>Example: group members are busy with phones, rattling papers, having side conversations, etc.</p> <p>Suggestions:</p> <ol style="list-style-type: none"> 1. Wait a few minutes in silence to allow the group to get settled 2. Refer to the comfort agreement/group guidelines on how the group would like to handle cell phone use. 3. If the guideline no longer fits, create a new guideline that everyone agrees to 4. Ask the group how they would like to move forward with the agenda and set limits <p>Relieving Tension</p>
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TENSIONS IN GROUP



<p>Group members are not participating very much in group</p> <p>Encourage group members of the comfort agreement/group guidelines - step up</p> <p>Check participation through check-outs at each meeting</p> <p>Draw people into the discussion by asking for opinion of issues discussed</p> <p>Use activities that may accommodate less comfortable speaking in a group</p> <p>E.g. Break into pairs or groups of 3</p> <p>Ensure everyone shares</p> <p>Ensure group members know it is okay not to speak</p> <p>Encourage members individually if there is tension</p> <p>Discuss what you can do to support them and experience in the group</p>	<p>judgements when expressing themselves</p> <p>Suggestions:</p> <ol style="list-style-type: none"> 1. Ask what they mean by the label/judgement, try to evoke what the label means to them 2. Refer to the comfort agreement/group guidelines - use strengths-based language 3. Follow up with a reflection and re-frame their language using strengths-based language (model behaviour that supports the comfort agreement) 4. Reflection: A statement or paraphrase that involves listening carefully, then making a reasonable guess about what the other person is saying. E.g. "It sounds like ____" or "I get the sense that ____" or "So on the one hand it ____ And, yet on the other hand ____ . Is that right?" 	<p>Example: the group is showing tension because of any of the above challenges or from unresolved previous conflicts</p> <p>Suggestions:</p> <ol style="list-style-type: none"> 1. Call attention to the tension and the importance of not ignoring it 2. Discuss stages of group dynamics to normalize tension and conflict 3. Reassure the group that following the comfort agreement/group guidelines will help the group work through difficult challenges - agree to try. If the group guidelines aren't adequate, create new ones that everyone agrees on. 4. Do a mindfulness and self-compassion practice 5. Ask group members to use their wellness tools to take care of themselves in this challenging situation 6. Take a short break <p>Additional Challenges:</p>
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