

# FACILITATING GROUPS

## NINE GROUND RULES FOR EFFECTIVE GROUPS

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- Test assumptions and inferences.
- Share all relevant information.
- Use specific examples and agree on what important words mean.
- Explain your reasoning and intent.
- Focus on interests, not positions.
- Combine advocacy and inquiry.
- Jointly design next steps and ways to test disagreements.
- Discuss undiscussable issues.
- Use a decision-making rule that generates the level of commitment needed.

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What the ground rules do:

- Serve as a diagnostic frame
  - Guide your behavior as a facilitator
  - Serve as a learning tool for developing effective group norms

*From Roger Schwartz, The Skilled Facilitator, New & Revised, 2002*