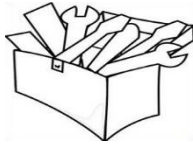


# What's in your Facilitator Tool Kit?



## Discover shared purpose, or shared values

-explore metaphors

-share stories

-draw picture of the future

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## Decision-making

*(note: be clear who is making the decision, and how, before you begin! See reverse)*

-use small groups to react to a proposal

-voting, secret voting, dot voting

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## Get input

-discussion groups

-have a debate

-I like, I wish, I wonder

-make a word cloud

-write ideas down and collect them in the Big Bowl of Good Ideas

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## Resolve conflict

-consider using non-violent communication

-mediation

-open ended questions to learn more

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## Stay focused on one topic

-Parking lot/bike rack

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-Framing (this is what we're talking about today, this other topic isn't)

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## Name "elephants in the room"

-Crunch-toss (developed by sujin lee at CompassPoint)

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## Learn together/group learning

-Debrief, using pluses and deltas

-Small groups + teach back

-Fishbowl

-Jeopardy game

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## Build community

-Circle Process (developed by Indigenous people all over the world)

-story telling

-ask everyone to bring a dish

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## Build trust

-appreciations

-Group agreements

-Sing together

-Play a game

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## Change the energy in the room

-ice breakers

-energizers

-dance break

-bring in snacks!

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## Increase commitment or "buy in"

-Hopes/risks/needs

-7 Whys (from liberatingstructures.com)

## Equalize voices, or reduce power dynamics

-1-2-4-all

-affinity groups by identity or position (i.e. gender-based groups, race caucuses, or small groups by positional power)

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## Other

-improv games

-Theater of the Oppressed

-watch a short video, or read an article, and discuss

-anything in the world you can think of that suits your purpose

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Pay attention to the facilitators you admire, and borrow their meeting activities – ask permission and give credit for their work. Find more meeting activities at liberating structures.com , ask a teacher or youth worker, or make something up! Just make sure you always start with PURPOSE, and then choose an activity that fits.

*Developed by Amy Benson, CompassPoint  
Nonprofit Services*

**Who** is making this decision,  
and **how**?



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