

PYE Third Thursday Assembly  
May 18, 2017

\*[Nadia Chaney](#)

Dear 3rd Thursday Assemblers! Welcome back, or, if it's your first time WELCOME! This is an exciting format we have been developing where people contribute and discuss a niche aspect of group facilitation.

Below you will find: A Check-in Question (please answer!); Goals and Agreements for today's session (hit "like" to agree to uphold these agreements during the session); 3 discussion questions and 3 case studies (posted approximately every ten minutes; answer in any order). I will be facilitating this experience for 90 minutes. There will be a pdf transcript posted on the [www.pyeglobal.org](http://www.pyeglobal.org) website, as well as the files of this facebook page, in a short while. These transcripts are so great we're thinking of making a book out of them!

This month we are discussing THE UPS AND DOWNS OF PERSONAL VULNERABILITY IN FACILITATION

Vulnerability is our most accurate measure of courage. –Brené Brown

There are traditionally warnings against sharing vulnerability in facilitation. Generally, the role is considered to be one where you hold back your own input in order to HOLD SPACE, CREATE A CONTAINER, PROVIDE A PLATFORM for others to share. There is a lot of inherent power in being the space holder, so your voice can be unfairly amplified. Your needs might make participants feel they have to take care of you. Your stories could unfairly influence the stories of others in the room.

Lately, we're been hearing a lot about the power and importance of vulnerability in relationship. Does this apply to the facilitation role? What are the important considerations?

Today, I'd like us to ask: what is the place of vulnerability in facilitation? What are the costs and benefits? When and how is vulnerability best shared by a facilitator? In particular I'd like us to focus on these three areas of vulnerability: opinion, emotion and stories. If this topic seems strong enough, perhaps we will separate them into three further topics in the future, or add others. Thanks for being here to explore this together.



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PYE Global - Partners for Youth Empowerment ignites creativity and potential in youth and adults. Our Creative Community Model brings learning alive.  
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\*[Nadia Chaney](#)

Goals and Agreements for this session on May 18 2017:

- 1) To deepen our understanding of vulnerability in facilitation
- 2) To understand the costs and benefits of vulnerability in facilitation
- 3) To learn how and when to best share vulnerability for the group's highest good
- 4) To increase our options and choices as facilitators
- 5) To support each other's learning and have meaningful fun!

In order to achieve these, here are some suggestions for COMMUNITY AGREEMENTS to make our time together flow really well. Be sure to add what you need or want AT ANY TIME DURING THE PROCESS. Let the group know or privately message the facilitator if you are concerned that an agreement is being broken.

- 1) No put downs of self or others. Keep a positive, lift-up vibe. If the facilitator finds your comments aggressive or inappropriate in any way you will receive a personal message.
- 2) Be willing to entertain simultaneous truths. Rather than proving a point, try to listen to understand, and be willing to agree to disagree. At the same time, if you have a strong belief be willing to stand up for it. This will make our conversations rich!
- 3) Show your presence, by LIKING and by responding to keep the flow. Ask questions, make comments, connect. The technical trick for this format is to REFRESH your browser fairly often.



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The questions move around depending on how many people are answering, so please scan the whole page for new questions now and then.

- 4) Maintain CONFIDENTIALITY by not sharing names or personal information about the participants in your groups, sharing from your own perspective, and asking permission before sharing someone else's story.
- 5) Answer any questions in the COMMENTS below the question to keep the conversation organized and readable. Only open NEW questions in new threads.
- 6) You can come and go as you please, take as long as you like to respond, and basically enjoy the text-format to make this work no matter whether you are just waking up, just going to bed, or on your lunch break (time zones unite!!) A pdf transcript of the conversation will be provided. Feel free to continue the conversation even after the 90 minute period has ended.

[Sezin İlbasmış Dindaroğlu](#) Nadia is this going in here, where can I listen? I am having my dinner 🙄 but it could be nice to listen

[Nadia Chaney](#) Hi Sezin İlbasmış Dindaroğlu! It happens only by reading...on this very page.

### \*[Nadia Chaney](#)

Check-in Question for May 18 2017: (two parts) What colour(s) is your mood today, and what brings you to this discussion today?

[Sola Story](#) Green with a hint of blue. I'm here with an interest in learning something from others' input into this topic and hopefully to share something of my own experience.

[Nadia Chaney](#) welcome dear brother!

[Sola Story](#) Thank you dear sister



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[Nadia Chaney](#) This morning I feel storm gray with flecks of neon pink. I'm here to learn together, as I have found myself both wanting and needing to be more real and vulnerable in my life...and wondering how to bring that into my facilitation and leadership in a good way.

[Carrie Besko Garn](#) My color would be taupe so far. I feel neutral, open and curious. I am here to learn some of the respectful boundaries when sharing.

[Nadia Chaney](#) Hi Carrie! Welcome!

[Carrie Besko Garn](#) Thank you Nadia!

[Patty Tee](#) Yellow comes to mind, but I have no idea why.

I'm here b/c I always learn something from participating. Well that some of the research I'm doing now involves facilitators that both hold space but also teach. I see humility as so important to that process (and humility can be vulnerable).

[Nadia Chaney](#) Great to see you again Patty!

[Amaya Alvarado](#) I'm feeling some deep sea colors like bright green and dark blue.

[Nadia Chaney](#) Welcome Amaya!

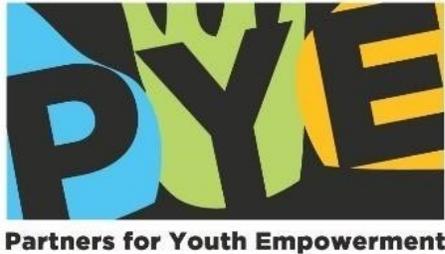
[Christabel Shaler](#) Metallic blue

[Nadia Chaney](#) Hi Christabel!!! Lovely to see you here

[Sezin İlbasmış Dindaroğlu](#) Turquaz, it started grey but it is changing. I am here coz I am curious and wanna listen and also a bit excited on the subject 😊

[Nadia Chaney](#) Hi Sezin!! Thanks for joining us over your dinner!

[Reid Kuennen](#) Good morning! I feel like the purple color of my smoothie. Many healthy things mixed into one liquid. I think about this topic often when facilitating and watching other's facilitate. I want to challenge what I think I believe.



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[Nadia Chaney](#) Welcome Reid! Great to have you here!

[Claudia Pinedita](#) Hi Reid!!! 🙌🙌❤️❤️💋💋

[Reid Kuennen](#) Claudia Pinedita hey boo.

[Amaya Alvarado](#) This is my first time here. I'm excited to be here and learn with and from everyone. I feel I am just beginning in this last year to really value the power of Vulnerability and of sharing story as a tool for facilitating and also in life and relationships. I have mostly stayed away from it due to fears about how to do it right, because it can go oh so wrong! So yeah just excited to hear everyone's thoughts.

[Claudia Pinedita](#) Hi!!! Good to have you. Glad you came.

[Amaya Alvarado](#) Hi! Thanks Claudia! Good to see you here 😊

[Paul Lion](#) sick mucousy green 😞

What brings me here today is to hear from others and gain some perspective about sharing personal details, especially with younger young'ins (9-15yo).

[Nadia Chaney](#) Sorry you're sick, Paul. There is a case study on that question, but I think you can pick it up in the discussions, as well

[Benjamin N. Dusenge](#) My color would be black today as I'm remembering my late family due to a 1994 genocide against 'tusti' people. i am here in to cheer up by learning to others experiences... cheers

[Nadia Chaney](#) Welcome, Benjamin. Thank you for sharing your feelings and for connecting with this community today

[Benjamin N. Dusenge](#) thanks, Nadia it's my pleasure to be with all of you

[Sunshine Turner](#) Mustard. Murky Mustard. Interested in the topic and people's unique reflections and insights.



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[Nadia Chaney](#) Hi Sunshine! Welcome 😊

[Claudia Pinedita](#) My mood is green like the snot draining on the back of my throat due to my allergies. I'm here because I miss Nadia, I can't sleep because I'm so sick, and I miss having these conversations.

[Nadia Chaney](#) 😞 sad to hear you aren't feeling well, friend. Glad you are here

[Sarah Downey](#) Tan like my cup of tea. Here to peek in on how this format works now. Walking to work very soon and excited to look back here later and read and learn. Love this topic.

[Nadia Chaney](#) Hi Sarah! Great to see you here!

[Morag Christie](#) Hi it's my first time here. I'm feeling green because the garden is looking very verdant. I'd like to improve my facilitation skills to work more effectively with young people.

[Nadia Chaney](#) Welcome Morag!! Hope you enjoy our conversation style

[Robin Connolly](#) Hi everyone! I'm feeling purple today because it's the color of my fingernails 😊 I'm here because I am interested in the popularization of the concept of vulnerability as key to a creative life and authentic relationships. Having experimented with various forms and levels of vulnerability in facilitation I am curious where this discussion will lead!

[Nadia Chaney](#) Hello Robin!! Wonderful to see you here

[Ray Schöne](#) Hi all, it is sky blue and I enjoy facilitators who show wise vulnerability, so I'd love to learn more 😊

[Nadia Chaney](#) Welcome, Ray! Nice to see you again!

[Ray Schöne](#) good to see you too!

[Shilpa Setty](#) My color is orange today, as it feels like a new beginning. I'm in a new city for the next 2 days and meeting new people.



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I'm here today because, I in the process of being authentic, end up being vulnerable, so want to understand more about it and right now I'm in the process of learning to be more balanced when I share during facilitation

[Nadia Chaney](#) Hi Shilpa!!! Great to have you back

[Hatem El Wakeel](#) Blue, I would like to learn the appropriate way to share my humanity with the group.

**\*[Nadia Chaney](#)**

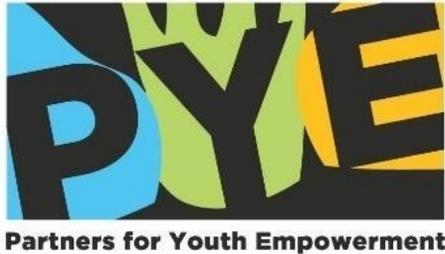
Discussion Question #1: (Answer this question in whole or in part) Brene Brown relates vulnerability to courage. Do you agree? How would you define vulnerability? What are some of the different ways that facilitators show vulnerability in their work?

[Claudia Pinedita](#) Absolutely agree with Brene. Also with something she says in less known forums related to boundaries: people need to earn your vulnerability so you must be discerning. As a Facilitator, you set the tone and the group will only go as deep as you do.

[Nadia Chaney](#) That's such an interesting point (Hi Claudia!!!). What does it mean that participants have to earn vulnerability from the facilitator. What exactly are they earning and how?

[Claudia Pinedita](#) I would say that we need to test the waters with the group to see where they are. I'm recently learning about this. For me as a PoC, might not be super safe for me to put it all out there the minute I walk in to a group filled w white people. I may or may have not done this before. Only to get reactions I could not contain because maybe it was too early and not ready. Just how we increase the level of creative risk, I think we need to build up the group for in depth super vulnerable sharing.

[Claudia Pinedita](#) Hi Nadia! I miss you so much. I hate to have missed recent opportunities to see you. Can't wait for the next.



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[Nadia Chaney](#) Claudia Pinedita same! We missed you at Camp Confluence especially!

[Carrie Besko Garn](#) I would agree with Brene on that point for sure. I have heard her discuss shame and sharing vulnerability would seem to be the opposite of shame. However, I think that sometimes it takes courage to hold back when you really want to share if the situation is not appropriate.

[Nadia Chaney](#) Would you say there is ever vulnerability in holding back as a facilitator? Is vulnerability always related to sharing?

[Claudia Pinedita](#) Yes to holding back depending on the person and the moment. Some of us, ahem, like to talk and share or make things about ourselves to fill up space. That might not be what the group needs.

[Carrie Besko Garn](#) I do. I think it has a lot to do with earning the trust of the group you are facilitating and I would want to tread carefully between showing vulnerability and showing a lack of group support.

[Reid Kuennen](#) Right. This is what I'm sitting with. When to and not to get vulnerable and how far to go. I often err on the side of not sharing too much for fear of it becoming about me or participants worrying about me. There is a place to inspire vulnerability in the participants thru demonstration, but I wonder if sometimes a group just needs someone to step up into a 'super human' role where they stay neutral so as to hold other's vulnerability.

[Carrie Besko Garn](#) Yes-exactly. I have always over-shared and I am learning that it can be selfish to do so.

[Nadia Chaney](#) This is also the subject of discussion question #3...hoping we really dig into it there as well...

[Like](#)

[Reid Kuennen](#) Ok. I'll be patient.

[Nadia Chaney](#) Reid Kuennen it's already posted...it's also fine to continue here 😊

[Sola Story](#) Going back a bit, vulnerability for me is definitely related to courage for two reasons. One because my upbringing taught me to be 'strong' and not to show how I truly



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felt. Two because interestingly, the root of courage is the old French cor or coeur meaning heart. To have courage is to have heart! Which can easily be translated as vulnerability.

[Amaya Alvarado](#) I feel this so much! I err on the side of not sharing because, well, I think there are a lot of reasons, but a big one is fear of losing my role as 'space holder' for others to experience vulnerability, and making it then about me.

[Sunshine Turner](#) Sola Story I feel that. Thanks for the etymology! It makes so much sense

[Sola Story](#) As a lead camp facilitator, I was once accused in front of the whole camp (by a young person) of causing a traumatic experience for one individual in particular and the whole group in particular. In that situation, I could easily have reverted to the facts and proved my point. Actually, it was the boy accusing me who through homophobic comments caused trauma for a very vulnerable gay young man. However, thinking of what could be gained in this experience and also feeling sorry for not diffusing the situation completely at the time I gave a really authentic apology. I had to go to a vulnerable place to do so. I wouldn't do it every time, however it seemed right in that moment and it took everyone to a sharing heart space.

[Sezin İlbasmış Dindaroğlu](#) Vulnerability has a connection with being real. Not 'performing on the stage' so if my heart is open to herself to be real with all colors, group will be encouraged to take the same risks

[Claudia Pinedita](#) Vulnerability, at risk of repeating her words, is having the courage to tell your story with your whole heart. It means being able to show parts of yourself to the group as a tool, for the sake of offering to the group a way of connecting with you as they empathize or relate with your story to create rapport, connection, obtain buy in, set an example, etc. People are often personally interested in the human standing in front of them and knowing what is alive in them, what are they about. And we can inspire trust in others if we show our humanity, our similarity, and are willing to go there to reach them in ways that they might need so themselves. Not only does it mean being honest about our stories from our history, but being authentic as well about our mistakes, shortcomings and not knowing/having all the answers. It helps set the tone for acceptance and imperfection.

[Patty Tee](#) I definitely see vulnerability this way, in this culture that values independence, and where expressions of vulnerability can be judged harshly.



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Vulnerability brings to mind an exposure of something personal. A willingness to put one's self out there or speak about personal needs, knowing criticism is likely or possible. To be vulnerable is about removing the masks and stopping the practices that produce distance between people.

[Amaya Alvarado](#) yez I think vulnerability is courageous. And I agree with Claudia that the group will only go as deep as you and so vulnerability is actually really essential to facilitating deeper conversation/experiences.

[Nadia Chaney](#) I've heard this many times, starting with Hanif Fazal. Is this always true? My experience has showed me that the group will go as deep as the strongest leader in the group...and that isn't always the facilitator. How do you maintain group leadership and share vulnerability at the same time?

[Reid Kuennen](#) Ooo. Yes. I don't necessarily think the facilitator needs to be the one to go "the deepest". I love that "as deep as the strongest leader" and that could be anyone. I think there are ways to inspire the group to let down guards and feel safe to share, let them know how honored you are to witness their sharing, and let the group lead and support each other. I don't always feel safe if the facilitator shares too much. I like to know that someone is there to hold the group and really listen.

[Amaya Alvarado](#) Thinking about this more, I actually have seen it happen with youth in groups I have facilitated. One of them starts to open up and go deeper and then others follow, all without me sharing anything really. But what about those times when no one in the group wants to go there? Or maybe they do but they aren't willing/ready/able to be the first?

[Amaya Alvarado](#) I also have had experience of feeling less safe when facilitators have shared a lot.

[Amaya Alvarado](#) But in response to your question Nadia about how to maintain group leadership and share vulnerability at the same time? I'm really not sure! I think it's one of the reasons I stay away from it, because I don't know how to hold both those things at the same time

[Reid Kuennen](#) Amaya Alvarado Good question. I don't necessarily think the immediate go to is then to share your own vulnerability. Sometimes, maybe. I wonder if in those moments it is just that something isn't quite working. The group isn't quite ready. You need a new question or a different activity to get people to open up.

[Sunshine Turner](#) Amaya Alvarado me three



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[Ray Schöne](#) Yes, I think showing vulnerability is inseparable from courage. As facilitator though I value showing one's own weaknesses but not simultaneously fall into uncontrollable emotions. That would make participants lose trust in the guidance of the facilitator.

[Robin Connolly](#) Amaya Alvarado I'm right there with you too! Leadership and vulnerability are so tough to hold in equilibrium. This reminds me of something a researcher named Linda Kohanov says - that the leader of the group is not always the dominant or the strongest one in the group.

[Nadia Chaney](#) Personally, I've always defaulted to holding back my vulnerability in favor of safe space, and only shared personally in service of the group. BUT in the last year I've noticed that tactic isn't serving me as well as it used to. I have started experimenting with sharing more. And I'm very wary of when people start taking care of me. I notice that often there are demographic patterns to who takes care of the facilitator when vulnerability is shown, and I have a lot of concern about what happens to those voices in the room when they are now concerned with my well-being. I've been trying to work towards find the perfect balance of tone and body language where I can share without pulling in the group's energy. I'm noticing that my own level of embarrassment at feeling vulnerability in the first place has a lot to do with it.

[Nadia Chaney](#) I'm trying to do it right now 😊

[Amaya Alvarado](#) I love that! Also, Hi Robin!!!

[Nadia Chaney](#) I also notice that not sharing personal vulnerability in particular when it comes to my mental or physical health is ablest and can create a serious imbalance of power.

[Claudia Pinedita](#) I have seen that when the group cares/wants the facilitator's approval, they are more likely to correlate their exposure to the facilitator's. But like, for instance when I share in a room full of young boys who are more concerned with each other's approval, they will be more susceptible to one of them doing the share.

[Robin Connolly](#) [Nadia Chaney](#) thank you for your vulnerability and I'm fascinated to witness the depth to which you have always invested in your self-awareness around this work. I wonder whether sharing one's own vulnerabilities has a different effect on the group in an online forum like this one rather than in-person?



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[Amaya Alvarado](#) I appreciate that piece about tone and body language!

[Nadia Chaney Robin Connolly](#) I wonder the same. I imagine that there is a big difference due to the dispersal of attention...for example there is no eye contact etc...

[Claudia Pinedita](#) I've seen a lot of good vulnerable sharing in Step Up and a few things I've noticed that works really well is how contained the space is for the share. Like, it's expected and created for that share and it's clear in the program. It's very functional, they don't share details or more than needs to be disclosed, as they wrap up, they tie it back to the activity, make it about the group, and demonstrate to everyone emotionally, that they pulled out of that space. (i.e., not Crying anymore but fully interested in the group). I mirror that and it works pretty well for me.

[Reid Kuennen](#) This is awesome and challenging me in great ways. I have often thought that facilitators need to be incredibly disciplined in how deep they go (which almost feels game-y sometimes, eh?) and I still believe that AND I'm learning lately through this discussion and watching people like Nadia, Peggy, and Hanif that there is more place for vulnerability than I thought. As a youth, I remember being totally crushed when I finally learned that my leaders were humans... with flaws. What would it have been like for me to see them more as their full selves?

[Sunshine Turner](#) I agree that vulnerability relates to courage. To me vulnerability is exposure. It takes courage to make ourselves vulnerable because when we vulnerable we are exposed, defensives are down and potentially we could take a blow from an attack. I've seen facilitators show vulnerability through sharing personal story mostly, but I think there are also various other ways facilitators show vulnerability by exposing areas of personal weakness, by showing parts of ourselves that have suffered and perhaps haven't fully healed, placing ourselves as examples to demonstrate a learning... and I think there are probably many other ways too.

[Sola Story](#) Yes and... as long as we have a boundary about what is not yet healed so we don't end up making the group divert into supporting us...

[Paul Lion](#) Ways of showing vulnerability:

- sharing our own experiences (in addition to stories that are 'okayed to share' or stories that might be appropriated).
- making space and sharing 'power' (e.g., requesting time for the group to reflect in silence instead of hoping for a quick answer; redirecting a participant's question back to group; stepping in to disturb harmful behavior and requesting a group redirect; etc.)



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- expressing feelings in ways that doesn't take away attention from the person who is currently in attention.

[Nadia Chaney](#) You'll see more ways of showing vulnerability in question #2, as well

[Paul Lion](#) merci!!!

[Ray Schöne](#) there is nothing wrong with displaying one's vulnerability as facilitator, as long as we don't let our emotions go wild... I think showing vulnerability does not necessarily have to go together with losing control over one's emotions.

[Shilpa Setty](#) I so agree with you, right now I'm also working on the same of balancing vulnerability and emotions

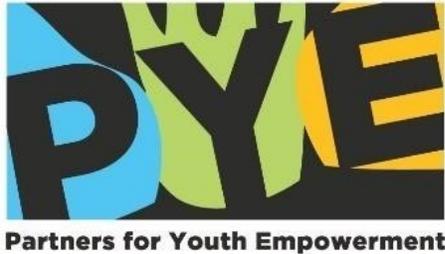
[Ray Schöne](#) Showing vulnerability also reveals sincerity, as long as we are not selfish in our vulnerability. Selfish vulnerability can be very down putting for others. It makes people uncomfortable, whereas vulnerability that has the intention of group cohesion and love can be very uplifting and encouraging.

[Patty Tee](#) Some of this has to do with being able to step out of the facilitation role in advance or bringing in a second person, when you know you might not be able to carry the load required by a facilitator. The example that comes here is actually from the one sweat lodge I've done; our leader apologized for not having two to lead, taking note that two women she approached had not felt they could carry the emotional intensity that is required of a leader.

Some of this also seems to be about having a skill set that allows us to perceive our emotions rather than getting caught up in them, no matter the tenor of the emotion (e.g. whether euphoria or anger).

[Patty Tee](#) ^^ and by perceive, I mean perceive and thinking quickly about how we might manage them so our own emotions aren't too strong as to change the trajectory of the group.

[Shilpa Setty](#) I do agree with Berne. Vulnerability is being real and truthful. A few ways facilitators are being vulnerable is  
-while they are just who they are, unlike others they are also good in few things and not good in few things



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- while they share their stories of their journeys in life and how they also had failures and fears  
- also when I take on my journey of knowing myself, accepting it and working on my own flaws and believe in my strengths

[Ray Schöne](#) Vulnerability is a great protector from hypocrisy

[Dolphin Kasper](#) Vulnerability is the quality of openness and unguardedness that we navigate by. There are many overt ways we might demonstrate vulnerability as a facilitator. These could include sharing personal stories, truths or frailties. We can also convey vulnerability in our expression and how we carry ourselves. One simple way is through transparency. Not hiding or obscuring our mental or emotional states as they arise for us.

### \*[Nadia Chaney](#)

Discussion Question #2: What are the different ways that a facilitator can share personal vulnerability with a group?

[Patty Tee](#) Acknowledging when they themselves are emotional

[Claudia Pinedita](#) Making mistakes and being transparent, telling them you don't know what to say or don't have an answer or might need to think about it. Apologizing to the group if you need to clean something up with the group/individual. Sharing about yourself. Showing emotion.

[Carrie Besko Garn](#) Absolutely! I think this is such a great way to earn trust, too.

[Reid Kuennen](#) Hi Carrie! ❤️<3

[Carrie Besko Garn](#) Hi Reid!

[Carrie Besko Garn](#) So nice to see you here ❤️<3

[Reid Kuennen](#) Same.

[Amaya Alvarado](#) Yes Claudia! All of this, and also the bit you said about risk taking.



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[Claudia Pinedita](#) Asking difficult questions. Even if they are uncomfortable for you. Taking risks of any kind.

[Reid Kuennen](#) Excellent example of vulnerability here. It doesn't have to be about your personal disclosure. But simply leading in a brave way.

[Carrie Besko Garn](#) I think that showing discomfort can be a great way to show vulnerability. I have seen facilitators try to mask their discomfort during an unpleasant conversation and it made me anxious. I think this goes along with what Claudia said about transparency and it can be as simple as a telling facial expression.

[Paul Lion](#) Going to go into some specifics (content: death) if that's cool and am open to anyone sharing/offering suggestions:

Some of the youth (9-15yo) I work with are quite familiar with death (e.g., of parents, of dreams, of siblings, of pets) and in varying situations will talk about it. I've experienced my fair share of death and work with the youth in outside environments to demonstrate death in cycles of life. There are times when the youth will share how they feel about death related to a family member and so far I've only listened, empathized, repeated back, without sharing some of my own feelings attached to death of my family. I'm okay going there, but not sure if that's 'okay' <-- Anyone have experiences with boundaries related to this?

[Amaya Alvarado](#) Paul this is such a great question! Isn't it sometimes really powerful to hear someone older than you share similar difficult experience? To know that they've gotten through it?

[Paul Lion](#) It is helpful to hear older folks experiences, yep. I'm stuck on the "gotten through it" piece, I guess. Perhaps it's going there and being okay with not knowing it all and modelling that piece 😊:)

[Nadia Chaney](#) I think you have it, Paul. It's great to have questions about what it means to be alive and be human and share those. And, it's important that the youth don't have to hold your grief. But to share is not necessarily to do that. I think it has a lot to do with your tone and intention. What is it that you want to offer them when you share your personal story?

[Paul Lion](#) Sweet reminders and supports. Thanks!  
Depending on the situation, I think it would be neat to intentionally invite youth to support in the release and holding of grief (like a group composting pile, where things get



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released and reintegrated), but not like me splurging raw hurt onto a youth (he he). If/When I share my stories of death it would be for the purpose of inviting them to recognize that there might be an edge of their awareness/interest/experience and for them to have a choice to move into "new" space.

[Nadia Chaney](#) Paul Lion the work of both Baron Katie and Joanna Macy on grief in community might help you think into this question, as well

[Paul Lion](#) merci 😊

[Claudia Pinedita](#) Nadia, I love how you have such a wealth of information. Always learning from you.

[Sola Story](#) Yes discomfort can be discombobulating. It actually can be liberating to reveal one's discomfort. However, I only reveal it when I am confident in the material I am facilitating: not as an excuse for not having prepared properly!

[Carrie Besko Garn](#) Oh yes, very good point!

[Sunshine Turner](#) naming specific emotions that come up, peeling off the mask of I'm ok, everything's fine. I think I've really struggled with this and not known how to be vulnerable, how to allow others to hold me when it's my perceived role to hold the group... but I've seen others do this and thought it was really powerful.

[Patty Tee](#) I'm so curious how you saw others do this well (in your opinion).

[Sunshine Turner](#) Well, I've seen facilitators who in my opinion over share, at any opportunity they want to display their talent or personal story, they take up too much space and I don't think this is often what's best for a group.

I've also seen facilitators share bits of personal story and witnessed how it deepens the group and liberates others to share etc. really well.

I've known facilitators that are struggling with a recent event and named it matter of factly at the beginning of the work but not brought their own emotional distress in a messy way into the room. I respect that because if they did then it becomes about them and everyone wants to support them to feel ok.



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There is a particular individual who comes to mind that was struggling with something in life, it was present for them, they were going through it right now and dealing with it privately all week. Then when there was a facilitated sharing space, that is when they decided to share it with the group. They broke down and revealed a lot about what they were going through and it just felt really powerful. They were able to honor their own feelings and address their own needs, but at the right time.

[Patty Tee](#) What does the reverse look like? Or are you saying the powerful examples of others doing this have had the effect of taking up too much space?

[Sunshine Turner](#) The reverse of what? No, the powerful examples of others doing this have not taken up too much space at all. I think they were just right. They were real and authentic and contained in a way but also let out freely.

[Patty Tee](#) Sunshine Turner Can you describe these in more detail? I'm interested in learning from situations when the facilitator struck the right balance.

[Claudia Pinedita](#) This is so good, Sunshine, I've been thinking more and more as our conversation has deepened and about something Nadia shared earlier more about striking that balance. And I think there is a lot to be said for how after we share/display emotion such as cry, about how we transition out of that space. Do we leave space for the group expecting a response? If someone responds to me in a care-taking way, I would immediately say something like, "thanks for the empathy, I really appreciate it, and I have worked through it. Let's focus on...." and move it off of me. I remain really clear on the why that I'm sharing and focus on that without losing sight. That often determines how much/little disclosure is necessary/required.

[Sunshine Turner](#) Patty Tee I think a lot of it is to do with timing. It's about sharing when its going to help the group move forward... saying that, perhaps if a facilitator is really struggling then maybe anytime might be useful for the group, if sharing will allow the facilitator to move through something and thus be more present for the group..

[Claudia Pinedita](#) Saturday I facilitated the rhythm in 4 different parts with a group of about 40 and I told them I was gonna try something for the first time ever and they were so receptive and I was a little shy at first and I was nervous, but then they got going and they were perfect and it was perfect and I was so happy!!! That was vulnerable for me 😊

[Sunshine Turner](#) yeah! That's a great example! I enjoy being vulnerable in this way and learning from the group.



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[Claudia Pinedita](#) Every time I lead the rhythm I get a huge smile on my face remembering our time together practicing it.

[Marianna Ani Pinchot](#) Oh Shoot. I forgot again. I have such a hard time remembering to do the calls because it is so early!!

\*[Nadia Chaney](#)

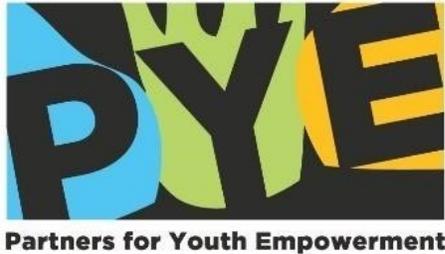
Discussion Question #3: What are the limits and/or costs of sharing personal vulnerability as a facilitator? Do they ever outweigh the benefits? What about this notion of “neutrality” for the facilitator? How does vulnerability relate to power? If you tell your story/emotion/opinion does the group’s work become all about you?

[Claudia Pinedita](#) When it comes to personal disclosure, it needs to be very intentional, you need to be able to hold your own when you do it, like be sure you don't need the group's acceptance of it/you, are willing to risk the outcomes of your share, that you don't need anything, from the group, especially not to take care of you, that you can remain true to your why you shared it and get out of whatever emotion you elicited while sharing, that you bring it back to the group and activity and make it about them. It's ok to allow the group to hold space for you momentarily. That you don't share more than you need to. Showing up too insecure in front of a group can lead to them not trusting you. Balance is important and checking in w yourself is important.

[Reid Kuennen](#) Beautiful.

[Patty Tee](#) Embedded in what you said, I think, is knowing why you are doing it.

[Claudia Pinedita](#) Depending on the situation, I'm not a big fan of neutrality. Nadia, I know you've heard me say this before. But in my training as a Facilitator, not a lot has asked me to be "neutral". Not sure where people get the impression they need to be that. Objective in some cases, but not neutral. I use my humanity (thoughts, feelings, experience, intuition) as the single most powerful tool as a Facilitator to connect w groups.



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[Nadia Chaney](#) I think it's kind of traditional speak in the role. I've heard it a lot over the years. Neutral is connected in particular to mediation and negotiation roles for the facilitator. I personally don't agree with it, and would agree with YOU that my humanity, and particularly my emotional field is my strongest tool. Still, I know I can unfairly influence a group with my opinions and tip the power more than other group members might be able to.

[Reid Kuennen](#) Ugh. Y'all are so smart. I love this: humanity = strongest tool. And yes, I agree with Nadia about the potential danger of the power you hold with your opinions. So, though it is impossible to actually be objective, it is important to me to check myself on how im inserting my opinion and remain curious.

[Robin Connolly](#) Wow!

I think sharing ones own story should definitely be intentional. In my current role as a manager at a non-profit I have been curious about vulnerability vs. being "professional". Still struggling with what that term means for me and how I can translate it into something more like the conversation we are having together right now. Many times my team members will share personal stories with me. Sometimes to excess and I feel somewhat uncomfortable because I feel they are asking to be taken care of... but then i also notice that I actually feel the need for a certain level of mutual vulnerability and HUMANITY or else I feel uncertain as to where I stand as a leader in the space.

[Patty Tee](#) [Robin Connolly](#) The question of what professionalism means, how to practice it, and how not to lose one's own humanity in the process is a very important conversation. I work in the health care field, and what is professionalism is contested. So I think you're not struggling with that alone

[Claudia Pinedita](#) Omg yes. I wrote about the need to define and then examine how we define professionalism because it means different things in different cultures and power and many other things hide in that. I believe I am very professional and I also disclose a lot about my personal life to my clients. I'm also pretty popular among them and pretty effective in my clinical work as a social worker.

[Robin Connolly](#) [Claudia Pinedita](#) I would be very interested to read what you have to say about this if you are willing to share! Patty Tee thank you! I get so confused around this question and it's hard for me to find stable ground. I sometimes leave conversations that feel true and authentic in the moment but afterwards I ask myself "oh wait, im supposed to be someones leader here, and was i really being professional? Is that going to negatively affect the relationship dynamic or set dangerous precedents?"



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[Claudia Pinedita](#) Robin Connolly <http://wp.me/p6Afy-t-hN> page 14 in the second section.



[Establishing Relationships with Mexican Immigrants](#)  
PDF Lit Review and Technical Report: ...  
[claudiapinedareyes.wordpress.com](http://claudiapinedareyes.wordpress.com)

[Nadia Chaney](#) Claudia Pinedita thank you for sharing your brilliant work here!

[Claudia Pinedita](#) Thanks for the interest.

[Claudia Pinedita](#) As a mediator, neutrality means keeping my mouth shut about my own opinions/thoughts/experiences because it's 100% about the two people and they don't need a single thing from you. They are there to hash out whatever they need from each other. As a facili-trainer, I see it as a more dynamic interactive process where we are there to learn from each other and we need to connect with each other, trust, etc for the process to "work" and accomplish the desired outcomes as best as possible.

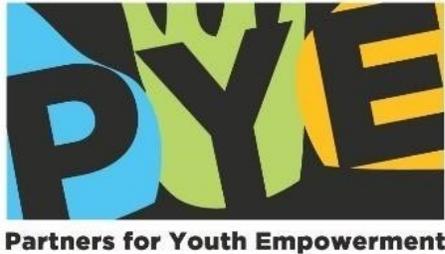
[Claudia Pinedita](#) Dang ya'll, bringing me back to grad school clinical work: Psychiatrist Irvin Yalom is known as the "father of psychotherapy" and he is a master at clinical group facilitation. He wrote one of the thickest books I've ever read (which says a lot because I don't read many books these days). I'm gonna share a link that compiles 50 relevant lessons he has to share that add to this conversation:

<http://www.renee-baker.com/.../50-tips-for-counselors-a.../>

[50 Tips for Counselors: A Compilation of Irvin Yalom's Advice | Renee Baker, Ph.D.EE, LMT, LPC](#)

(Perennial first edition, 2003). The book is terrific and I recommend reading it. This list below is not comprehensive, but provides a nice quick reference of things to remember. Yalom works from an existential and interpersonal framework – people fall into despair because of relationships that d...  
[renee-baker.com](http://renee-baker.com)

[Morag Christie](#) I guess if you wee acknowledging someone's feeling, and saying I know how you feel because this about me, then actually you might not have got it and they might feel pushed away.



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[Claudia Pinedita](#) When people withhold expressing vulnerability, that's power. Just think about how negatively powerful the "silent treatment" is in a relationship. The best example is how when in a group, white people become mute while the people of color display their emotions and opinions. Makes for an unsafe space cause the quiet folks hide in their silence and neutrality while the rest put it out there. The rest don't know where those folks stand.

[Robin Connolly](#) Claudia Pinedita thank you for sharing this! I've never related the all-to-familiar 'silent treatment' to facilitation and the balance of voices in the room

[Robin Connolly](#) I'm curious as to how you get the white folks talking in this example?

[Nadia Chaney](#) Robin Connolly you could check some of Robin DiAngelo's work on white fragility to learn more...

[Claudia Pinedita](#) Straight up ask them. "Let's hear from the white people in the room".

[Robin Connolly](#) nice. there's courage in that invitation. Showing the power of vulnerability in that invitation. looking up Robin DiAngelo now!

[Christabel Shaler](#) It can be powerful, to be honest about where you stand and then allow yourself to facilitate dialogue that allows other perspectives. For example, when Trump was elected - many high school teachers in Vancouver didn't show up for work because they were too upset and didn't know what to say. A woman named Rachel Macnamara explained how we need to be strong and steady for kids when there is a catastrophe. We can be their anchor and be reassuring. In this role, we can also be real. When we are real, we can allow people to disagree with us and hold space for multiple perspectives.

[Reid Kuennen](#) So many questions in Question #3 😊:D

[Claudia Pinedita](#) I know, right? I'm like, "damn this is loaded"

[Nadia Chaney](#) Oops. Let's me get myself there... 😊:)

[Nadia Chaney](#) Oh. I am already there. :?

[Reid Kuennen](#) Nadia Chaney 😂😂

[Nadia Chaney](#) This format gets so twisty sometimes. I know you're right, Claudia Pinedita, this one is loaded...and intentional. I feel like there is a need to push back on old



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ways of facilitating without emotion but also not to swallow the current research and rhetoric on vulnerability without contextualizing it for group work

[Sola Story](#) Hmm, very interesting. Silent power. I remember a scenario exactly as you described with silence from; triggered white people and emotion from everyone else. Shakti Butler (if you don't know of her, get to know(!) came in to this somewhat toxic environment. Stood quietly and then asked if she could take us all in for a moment. After we agreed that she could, she then walked around the room and looked in 90 pairs of eyes, individually! Because she did this so humbly (read vulnerably) it had the profound effect of bringing everyone's heart into their minds and allowing us to really talk. What a powerful example (in my opinion) of the impact of one aspect vulnerability in facilitation

[Nadia Chaney](#) Sola Story unforgettable moment.

[Claudia Pinedita](#) Wow!

[Sola Story](#) Limits? I think the limits relate to being aware of one's personal boundaries in relation to what the group needs. 'Having an axe to grind' can be a dangerous motive for expressing personal vulnerability in a group we are facilitating....

[Nadia Chaney](#) Sola Story This is so important. Knowing the roots of our emotions and motivations is key...which connects to questions about how/when we do that deep personal work as facilitators. And then makes me ask questions about who gets to do that work in terms of taking time and space for self. And then I start spinning because I go back to whether it's just better to generally keep my opinions to myself as a facilitator.

[Sola Story](#) I agree sis, it's sensitive. I often don't share my personal opinion except in group situations where I strongly feel my opinion will move energy in a positive way. I might however share a personal story with an 'opinion' encoded through metaphor. People seem to be less resistant to metaphor and can interpret it how they want do it feels safer for the whole group including me...

[Claudia Pinedita](#) I think about you keeping your opinions/feelings back as a facilitator and I would hate that. I'd be wondering where you were, trying to locate you. In a sense, you giving yourself is a gift to me. I have learned and earned so much from when and how you share yourself with me. I need and want you. And you're powerful, but not enough to take over my own criteria!

[Sunshine Turner](#) Sola Story Metaphor! aha!



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[Sunshine Turner](#) Claudia Pinedita mmm I feel that.

[Sola Story](#) Mmm me too. I distinguish though between opinions and feelings. I share the heart so I often introduce my (boundaried) feelings. However I am wary of the intellect and it's motivations (wanting to be clever, or right etc.) , so I tend to curtail my opinions and support the group in theirs...

[Sezin İlbasmış Dindaroğlu](#) Maybe it is cultural but in Turkey sharing your story helps a lot to show 'neutral' position, people tend to put as a autoriterian position sometimes. So it is like 'ok we are all together at the same level here'

[Nadia Chaney](#) love that.

[Claudia Pinedita](#) I also wonder how much that has to do with how culturally we see the person in the front sometimes as this know-it-all, perfect role and how other cultures that are more relational have that embedded into what it means to stand in front of a group.

[Dolphin Kasper](#) As a facilitator I am playing the role of enabling or forwarding what may not be possible without me. For me the limits of vulnerability are most relevant when it comes to what best supports that forward movement, growth or learning. More is often not better and it is my job to discern what contribution is most supportive to the space and the group. A litmus test is that if there is any kind of personal agenda or need that fuels my choice to be vulnerable I am likely off the mark.

[Robin Connolly](#) Amazing! Thank you Claudia Pinedita!!!

[Ray Schöne](#) I don't believe a facilitator should aim to be 'neutral'. Neutral for me means lacking humanness, and I would not trust anyone who is scared to be human 😊:-)

[Reid Kuennen](#) Typically, when I am making the choice to disclose something or not, I ask myself, "How will this information benefit the group/person?" If I realize the sharing is more about how I will be seen/ego driven, I keep it to myself. If I think it will support the group in going deeper or the person in feeling safer to share or know me as a person with flaws, I'll share. What I suppose I'm left with is, will this ever feel second nature? or will it always feel like I am employing 'tools' which can feel manipulative?

[Claudia Pinedita](#) Great questions! I love and have so much to say about this topic because it is extremely natural to me. I can't see myself showing up in any other way. I've refined



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my ability to share to be functional. I don't see being authentic/vulnerable and being strategic as mutually exclusive. As a Facilitator, I am being "manipulative". I am being authentic and sharing parts of myself to accomplish the goals we set forth explicitly. Yesterday this kid is like, "I know what you're getting at..." Lol. And when I asked him he nailed it and I was like, "yes, that's right!". I'm not trying to pull a fast one on them.

[Reid Kuennen](#) This is great. Thank you for these words. I think it is a shifting I need to do in how I define manipulation. It doesn't have to be pejorative. There is a reason we have facilitators for desired outcomes. We need facilitators to manipulate (shape, define, move) energy, discussion, emotions, etc.

[Carrie Besko Garn](#) So much wisdom here!

[Claudia Pinedita](#) Also, those are the same questions I ask myself when I go to disclose.

[Patty Tee](#) Sharing personal stories always means sharing an interpretation of a situation. Stories are powerful, in that they offer a frame through which to understand a situation. Stories are powerful, because we learn with stories far earlier than many other methods (e.g. logic, statistics). And stories often invite more stories. So, if offering our own story, it comes down to me about being clear about why I'm doing it; what am I inviting from the group by doing this?

[Sunshine Turner](#) Yes! I'm glad you brought up this point about the power of stories to understand a situation. I think there is something to say about personal stories being a perspective, and so are the truths are personal rather than universal? I like that personal stories invite more stories; the personal truth is broadened by the participants. I agree that it is important to be clear about why we are sharing personal stories, and sometimes, I think there are moments when we just feel it is right, without really knowing why.

[Patty Tee](#) Sunshine Turner You might really enjoy a book calling Letting Stories Breathe by Arthur Frank - at least, the first couple chapters of it

[Patty Tee](#) (He was my PhD supervisor, and a social theorist about narrative. His work strongly informs my perspective on what stories do in the world)

[Sunshine Turner](#) Patty Tee Thank you for the recommendation



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\*[Nadia Chaney](#)

Discussion Question #4: Share a story that illustrates something you have learned about vulnerability in facilitation. When has it really helped the group? When might you have wanted to do something differently?

[Sola Story](#) I think I'm preemptively answering questions! Next time I'll read all of them first!! The story I just shared in #3 answers this one!

[Nadia Chaney](#) wavelength 🙄🙄🙄

[Claudia Pinedita](#) I couldn't think of one for this one. Instead, I am thinking more about how a situation where I wasn't vulnerable and that didn't work well.

\*[Nadia Chaney](#)

Case Study #1: You have a group of fifteen teenagers in an after school program. They are full of energy, and can sometimes get really loud and rowdy (with some of them becoming really quiet and shy when this happens) and talk over each other. They come in right after school and it always takes time and quite a bit of effort for them to adjust to the space. You are the only facilitator. You have a terrible headache and feel unable to bring the group energy together with your usual tactics. What are some of your options?

[Morag Christie](#) Maybe try to get some members of the group to take on a role of decision making, having charge of activities etc?

[Carrie Besko Garn](#) I wonder if this wouldn't be a good time to allow one of the youth to co-facilitate with you, explaining that you have a headache that is impairing your capacity and ask the group to be proactive and lead a few activities?

[Morag Christie](#) We have a boy who's very disruptive when left to himself, but actually really likes to take on tasks, so keeping him busy keeps him positive and engaged.

[Christabel Shaler](#) I wonder if delegating multiple leadership roles could work.



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[Paul Lion](#) This helps me out huge! Especially with folks who I have a more developed/trusting relationship with.

[Paul Lion](#) Setting the environment for my self care can often times help shift the energy of people coming into the space (e.g., gentle music playing, open windows and doors, soft crafts on tables, drawing supplies, books on surfaces, and suggestions on notes for people to take high energy to outside spaces.)

[Paul Lion](#) hahaha and lying down on the ground stretching. Works only a couple of times until they understand what you're doing and lose their curiosity, haha

[Christabel Shaler](#) Music can really shift the tone of a room! Great ideas. Do you ever tell the kids to put their heads down and facilitate nap time?

[Paul Lion](#) hahaha they've done that before (started Sleep Club). After learning about youth rights, some of our youth rebel against us "telling" them to do anything (I'm just being picky with your word choice 😊) But yes, sometimes I say I need a nap and ask them a creative question to encourage their mindset for compassion towards a tired adult 😊

[Christabel Shaler](#) Awesome! Thanks for these ideas!

[Claudia Pinedita](#) I would just sit in front of them staring until they all quieted down just because that's unusual. Once I had their attention I would tell them how I was feeling that day, ask them for grace and mercy. Ask if they've ever felt that way and to share and then ask them what they could each do today to be more focused and committed to getting their goals met. I'd even say, if all looks good, we can get out early... or some incentive like that.

[Reid Kuennen](#) grace and mercy.

[Dolphin Kasper](#) At this point if you are not able to create a safe contained space that facilitates the purpose of the group there are some issues beyond the challenge at hand that would be worth looking at. The culture and quality of a group have barrel dynamics to them and it may be that an adjustment to the structure, admin traction or purpose of the group may be worth looking at. That being said, I have developed a way of applying authority and rules that really works with rowdy and difficult groups. I can it the 2 types of authority. Essentially it looks at the authority we have



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as an agent of whatever group or organization we are representing and the personal authority we have as an individual human. One used the rules and expectations of the body of which we are an agent to apply the expectations, allowing me to do so, even sternly without damaging my relationship with the participants. The other is an extending of presence, vulnerability and humanity as a personal request. This second kind of authority I'd heavily dependent on the depth and quality of the relationship. As I learn to understand and use these types of authority I can start to manage unruly groups much more effectively.

[Nadia Chaney](#) interesting. I'd like to learn more about this from you, Dolphin.

[Dolphin Kasper](#) We can do that. 😊

### \*[Nadia Chaney](#)

Case Study #2: You are facilitating a community meeting about a serious neighborhood issue and the outcome of the meeting is a group decision. You have a very strong opinion that could influence the outcome of the conversation. Do you share your opinion? Why or why not?

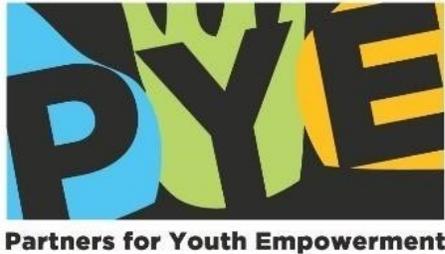
[Morag Christie](#) Difficult. If I felt I had information that was relevant and had not been discussed I would try to raise the information for consideration. It might depend partly on what your opinion was based on.

[Patty Tee](#) To tag on, you might do this through questions. E.g. "One thing I've not heard talked about this conversation is..." if something I think is important hasn't come to the fore.

[Patty Tee](#) Are you a member of this community? That seems pretty key to me. Sometimes the 'chair' needs to step down and join the conversation.

[Nadia Chaney](#) Great question, Patty Tee. I think this has to do with understanding the limits of vulnerability BEFORE taking certain facilitation contracts.

[Claudia Pinedita](#) That's a tough one. I'd be honest and put it out there at the start. I would also say that notwithstanding, I would do my very best within those limitations to hold space for



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them. I would ask for everyone to have a say whether they were ok with this or not to move on, or would ask them what they needed from me. I would spend the rest of the meeting being intentional about my bias and fully putting myself aside to serve the interests from the group. Another way I could handle it would be to not say anything about that, but really push myself to see things from the other Perspective. I would also check in with colleagues.

[Reid Kuennen](#) Dang. I don't think I would. Certainly not at the front. It feels like a misuse of power/role. I would instead be careful to make sure as many voices and opinions were heard in the room.

[Patty Tee](#) I find myself continuing to come back to a) is my opinion informed? in what way? b) have the things I would say already come up? (I find that's often the case, which is humbling in a good kind of way), and c) is there a way to say "who's not here in this conversation who is affected by the outcome? Should they be here? Is there some other way to get their perspectives/experiences into the conversation before we make this decision?" I.e., pointing out the risks of decision-making built on incomplete information.

### \*[Nadia Chaney](#)

Case Study #3: You are leading a team building session for a group of twenty young (13-18years old) members of a community art center. Someone makes a comment that reminds you of something very difficult that is happening in your life. Under what circumstances might you share your struggle? Under what circumstances would you not share?

[Nadia Chaney](#) Paul Lion

[Dolphin Kasper](#) My rule of thumb is to first have my experience and any reaction in regards to comments so long as there is no imminent danger or that there is not an obvious benefit to responding quickly that is lost in waiting (we know that learning in regards to inappropriate behavior tends to be more effective right after the behavior). I want to be able to feel into my experience and into where my desire to bring up the comment as a point of discussion is coming from. If I reflexively intervene I may actually interfere with a natural, uninterrupted learning of the individual or group that my intervention actually interferes with and minimizes. My first intervention when comments that feel hurtful or insensitive are used is to ask questions. Not questions to forward my agenda but real, earnest and curious questions looking to understand



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where the person was coming from in the expression. This tends to allow me to open up discussion and facilitate dialogue without escalating or instigating opposition.

[Paul Lion](#) I'll take this one with me 😊

[Claudia Pinedita](#) I ask myself, how do we look on time, what am I trying to accomplish here, how could this benefit the group, does the group need to hear it, could it do without, etc. I could share a one liner such as, "I could totally relate, I'm actually having a similar experience as we speak" and then move on to whatever else I need to say/do. Rarely will anyone ask me to expand. I can do a two liner and add a second line where I share in one sentence what it is exactly and immediately toss it back to the group and keep going. Glimpses like that have been super helpful in advancing my work and accomplishing the trust building without having to share too much or have the group care-take for me or anything like that.

### \*[Nadia Chaney](#)

Case Study #4: You are facilitating a week-long personal development seminar. The participants are all from the same school district. You are not aware of some intense pre-existing conflict within the group. When it suddenly erupts you are taken by surprise and make a huge change in the schedule to take an immediate break. When everyone returns, what might you say about how you felt and why you made the schedule change?

[Dolphin Kasper](#) This would most likely never be my approach to something underneath bubbling up in a week long personal development workshop. I say this because a primary opportunity and benefit from a longer workshop is so real. Shit comes up and being able to work with and navigate it en vivo. I am, with everything I do in a workshop like this, laying the groundwork for the individuals and the group being able and willing to step into this kind of opportunity without needing to stop or take a break. For me, this is the most important and fruitful time in a week long training or workshop. Of course the container needs to be there and there may be times that I create a break because I see it is the right thing to do but for the most part I want to open up and dive into the gritty raw parts when they arise organically as they provide the richest and most relevant learning.



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\*[Nadia Chaney](#)

Well, thus endeth our 90 mins together this month. I'm going to stick around a little longer because I'm feeling fascinated by your brilliance.

PYE will soon post the transcript and this page stays open if you would like to add anything to any of the posts. We are always open to new topics for the upcoming sessions. If you have any ideas please feel free to post them on this page. If you enjoyed today's session please tell your facilitator, teacher, manager, social worker, group therapist, activist and social artist friends! Don't forget to check [www.pyeglobal.org](http://www.pyeglobal.org) for upcoming trainings, too, there's some new ones just posted.



[PYE Global - Partners for Youth Empowerment](#)

PYE Global - Partners for Youth Empowerment ignites creativity and potential in youth and adults. Our Creative Community Model brings learning alive.  
[pyeglobal.org](http://pyeglobal.org)

[Paul Lion](#) Thanks for hosting and engaging, Nadia! I really enjoyed myself. (See you tomorrow in person!).

Thanks to the rest of you folks, too, for being here and for doing what you do.

G'day!

[Claudia Pinedita](#) Lucky you get to see er tomorrow.

[Amaya Alvarado](#) Thanks so much for this! I'm super grateful to have been able to be a part of it even with spotty internet! I look forward to reading the transcript when I have better connection!

[Patty Tee](#) Such an important discussion, Nadia. Thank you for creating the opportunity to learn from each other



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[Sola Story](#) Hashima and thank you for bringing such a rich subject Nadia! Hope to see you again soon. Peace n Love Sola

[Robin Connolly](#) Thank you for creating this nourishing and curious space! So energizing to be part of something like this with folks from all around the world!

[Carrie Besko Garn](#) Thank you all so much. I am continually humbled by the wisdom and self-awareness in these groups.

[Sola Story](#) Thank you for thanking us Carrie Besko Garn and thank you all for such a supportive mind/heart space 😊☺☐♥☐☐😊☺☐

[Claudia Pinedita](#) Noooooooooo Nadiaaaaa I loooooove youuuuuuuuuuu!!!! Lol. Sending all my love to you all. I love and miss you all all the time. Dearly. ♥<3 ♥<3 ♥<3

[Kate Thompson](#) Such thoughtful, empowering responses. Thank you for this forum and continuing some of the most important work in the world. ♥<3

[Sunshine Turner](#) Vibes! ♥<3

[Sunshine Turner](#) This just came on and thought I'd share..  
<https://www.youtube.com/watch?v=LjvUMr1-AAU>



[AKALA - FIND NO ENEMY \(OFFICIAL MUSIC VIDEO\)](#)  
Official video for Akala - Find No Enemy...  
youtube.com

[Arindita Gogoi](#) Alas! I missed this discussion as I was on a flight! But the discussion is really overwhelming since I've struggled with this part quite a bit. Thanks for sharing, everyone!