

Your Stance Dance

Facilitation	
INTENT <ul style="list-style-type: none"> Full participation; Mutual understanding; Shared responsibility; Inclusive solutions 	
TIPSs <ul style="list-style-type: none"> Transition into facilitation when you want to keep things moving and stay on the agenda Use facilitation to up hold the team's agreed ways of working together Ask questions from each of the 4 pillars below If you cover all these pillars then you have done a great facilitation 	
Questions to shift stances	
Full Participation	Your wordings:
To get full participation would you mind a round-robin?	
What voices have we not heard yet?	
Has anyone got anything different?	
Mutual Understanding	Your wordings:
What do you need to clarify?	
Can we summarize this together?	
Let's stay on topic.	
Shared Understanding	Your wordings:
What do you want to get out of these last 5 mins?	
Can you all signal your agreement?	
What's next for you?	
Inclusive Solutions	Your wordings:
Does this meet our goal for the session?	
Do you feel this is your solution?	

Coaching

INTENT

- Space to reflect; Exploration; Growth; Awareness

TIPS

- Transition into coaching when you want to support the team to find their own answers
- Use a coaching stance when emotions are high and the team needs some awareness of this
- Try to use only open questions, where yes/no answers are not possible, to increase thinking in the group

Questions to shift stances

Directing (Directing questions are good to ask if you want to give clear instructions)

Your wordings:

How about getting help to find your own answers?

I am going to do a bit of coaching now.

Offering (Offering is a softer way to give the group some thing that is of value but you do not know if they want it)

Your wordings:

Shall we explore this together?

Shall we do some fluffy stuff?

Can I ask you a few questions?

Exploring (Exploring questions are good if the topic is still unclear and needs some more discussion)

Your wordings:

What have you not considered yet?

What are the other options we have not looked at?

What is stopping us?

What would you need to know to solve this?

How would you like this to be different?

What would you like to have happen?

Wrapping up (Wrapping Up statements are for closing off your discussion)	Your wordings:
What insights have we got from this?	
How does knowing this help you move forward?	
What happens after this?	
What part of this can you bring to your reality?	

Mentoring

INTENT

- Help; Share; Inspire

TIPS

- Transition into mentoring when you feel that you can share some experience with the group
- Remember that you are not the only one with experience to share so invite the group to mentor each other
- Asking for permission from the group to share your ideas can help them prepare to receive it

Questions to shift stances

Peer work (Peer Work questions are to get the group to share their experience so they feel inclusive and so the group owns the agenda)

Your wordings:

Shall we brainstorm ideas?

Who has an experience to share?

Asking for permission / offering
(Offering is a softer way to give the group something that is of value but you do not know if they want it)

Your wordings:

Can I share what I have observed previously?

Can I share something from my experience?

Can I share what I have seen elsewhere?

Can I tell you what I have seen work before?

Directing (Directive statements are good to ask if you want to share your experience)

Your wordings:

Here is something that worked for me in the past.

How would that work for you?

Training	
INTENT <ul style="list-style-type: none"> Informing; Learning; Skilling-up; Stimulating growth 	
TIPS <ul style="list-style-type: none"> Transition into training when you sense that the group is lacking general information or understanding on a topic Asking for permission from the group to share this information can help them prepare to receive it Transition back out of training as soon as the group are ready to apply the information that they now have. 	
Questions to shift stances	
Directing (Directing statements are good to ask if you want to share your experience)	Your wordings:
Let's do a bit of theory	
Peer learning / teaching	Your wordings:
Does anybody have some knowledge to share?	
Who can share some insights to this?	
Checking if there is appetite for learning (Appetite for learning. These questions are to probe if they are ready for getting some training in the session)	Your wordings:
Do you want to know more about this?	
Would you like to learn a new skill?	
Offering to help (Offering is a softer way to give the group some training that is of value but you do not know if they want it)	Your wordings:
Could some new information take us further?	
Can I give you a few nuggets?	
Shall I explain the concept to you?	