

## *Facilitation Values in Action*

### *Mutual Respect*

Think about what you do when facilitating specific situations: to what extent is the value of mutual respect posted or operative in these situations?

- Posted = knowing that the value is important, talking about it, saying that you believe it is vital to effective facilitation
- Operative = acting on the value regularly, integrating it into your facilitation practice continually

Review each of the following behaviours that exemplify mutual respect in facilitated processes. Circle a number that represents the extent to which each behaviour is operational in your facilitation practice.

Mutual Respect	Posted					Operative				
a. Enable equity among participants	1	2	3	4	5	1	2	3	4	5
b. Clarify group norms	1	2	3	4	5	1	2	3	4	5
c. Respect exchange times	1	2	3	4	5	1	2	3	4	5
d. Encourage direct interaction	1	2	3	4	5	1	2	3	4	5
e. Be patient; whose silence is it?	1	2	3	4	5	1	2	3	4	5
f. Respect the energy in the group	1	2	3	4	5	1	2	3	4	5

To operationalize this value further, I need to

Stop doing:

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Start doing:

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Continue doing:

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Adapted from *Making Questions Work*. San Francisco: Jossey-Bass, 2006. For more information:  
<http://ca.wiley.com/WileyCDA/WileyTitle/productCd-0787987271.html>