

PRACTICING A COLLABORATIVE VALUES-BASED APPROACH TO MAKING DECISIONS  
OCEAN CHARTER SCHOOL CORE VALUES WORKSHOP APRIL 12, 2008

**INSTRUCTIONS:** Please choose a facilitator and another person to keep time. In this meeting, your facilitator will help the group to move through the process of dialogue (d1), discussion (d2) and decision (d3).

- **DIALOGUE:** By suspending our impulses, biases, judgments about ourselves and each other, we create a safe space where feelings, assumptions and deeply held values can be shared. Active listening is used to discern the “stream of meaning” flowing among and between us to build common ground.
- **POINT OF TRANSITION**
- **INFORMED DISCUSSION:** Practicing to think and feel as a whole group and working from our shared values, we explore the facts relevant to our issue. We weight the relative merits of different options for successfully addressing the issue at hand. We seek common direction.
- **POINT OF TENSION**
- **DECISION:** Out of the field of options available to us, the group selects one course of action that can best achieve our desired outcome based on the values and principles that we have articulated in dialogue and that we hold in common.

**THE ROLE OF THE FACILITATOR**

The Facilitator:

- Remains neutral
- Clarifies role with group
- Focuses group energy
- Keeps group on task
- Directs processes
- Encourages everyone to participate
- Protects participants and ideas from attack
- Contributes to agenda planning
- Elicits clarity regarding meeting follow-up