

Mark #6 – Healthy Group Dynamics

Common Problems in Group Dynamics:

Consistent leadership creates _____ and _____ in a community.

Leadership Asset #1: Ground Rules

Ground Rules:

Impact on safety & health in community:

1. Only refer to other parts of the Bible that the original audience would have known.
2. All answers must be substantiated by the text itself. Ask each other, "Where do you see that in the text?" Appeals to outside authorities (such as, "My pastor says...") are off limits.
3. Disagree respectfully and offer counter-evidence from the text.
4. If you find something funny (and you will), share it with the whole group and not just the person next to you.
5. Gently call each other back to the text if someone goes on a tangent.
6. Work hard to listen to one another and build on each other's comments.

Leadership Asset #2: Courage

Strategies for Leaders

Preachers

- Pull person aside to talk after observing that they give long discourses—"Do you know how this affects the group?"
- Share observation in a sentence
- Call them out with humor
- Encourage them to Listen to Spirit and ask Him if they should share
- Everybody has to speak once before anyone speaks twice
- "You all have 25 cents to share—you can do it all at once if you want or in 5 or 10 cents."
- What are marks of a good conversation? Repeat again the vision for the whole group participation. It's a conversation one sentence observation—where do you see that in the text?
- Review ground rules every once in a while at beginning

No Regard for Process

- Affirm their intelligence and reign in the speed
- Don't argue/debate with them
- Scripture study is a team strategy where everyone's input matters
- Teach on the value of "tarrying" and "simmering"
- Point out how each person processes differently

Awkward Moments

- Acknowledge without a value statement such as "hmmm, thank you."
- Call as little attention as possible
- "Where do you see that in the text?"
- "What do other people think?"
- Spin towards humor/move on
- Affirm willingness to share, move on
- "I'm not comfortable with the implications of what you just said."

Imbalanced Participation

- Pass out 6 M&Ms—eat once you speak
- Ask introverts to re-word repeated comment
- Share in small group first then in large group
- Intentional invitation
 - Ask to hear from new people
 - Affirm once they speak
 - Ask for partner to share good ideas
 - Ask for clarification

Tangents

- "We don't have much time; let's stay away from random things."
- Set and remind of group rules
- Spend your dollar—we all want to let others spend theirs
- Speak afterwards to target person—"Can you help me make sure everyone gets to talk?"
- Signal or hand motion