

# Cards for optimal use of facilitation skills

Use these cards when facilitating. Spread them out in front of you or keep them stacked up ready to ruffle through.

They are designed to help you:

- a) remember all the amazing skills and capabilities you have at your disposal and...
- b) help you use these skills optimally (to not under or over play the skill).

They should help you get out of any 'stuck'.

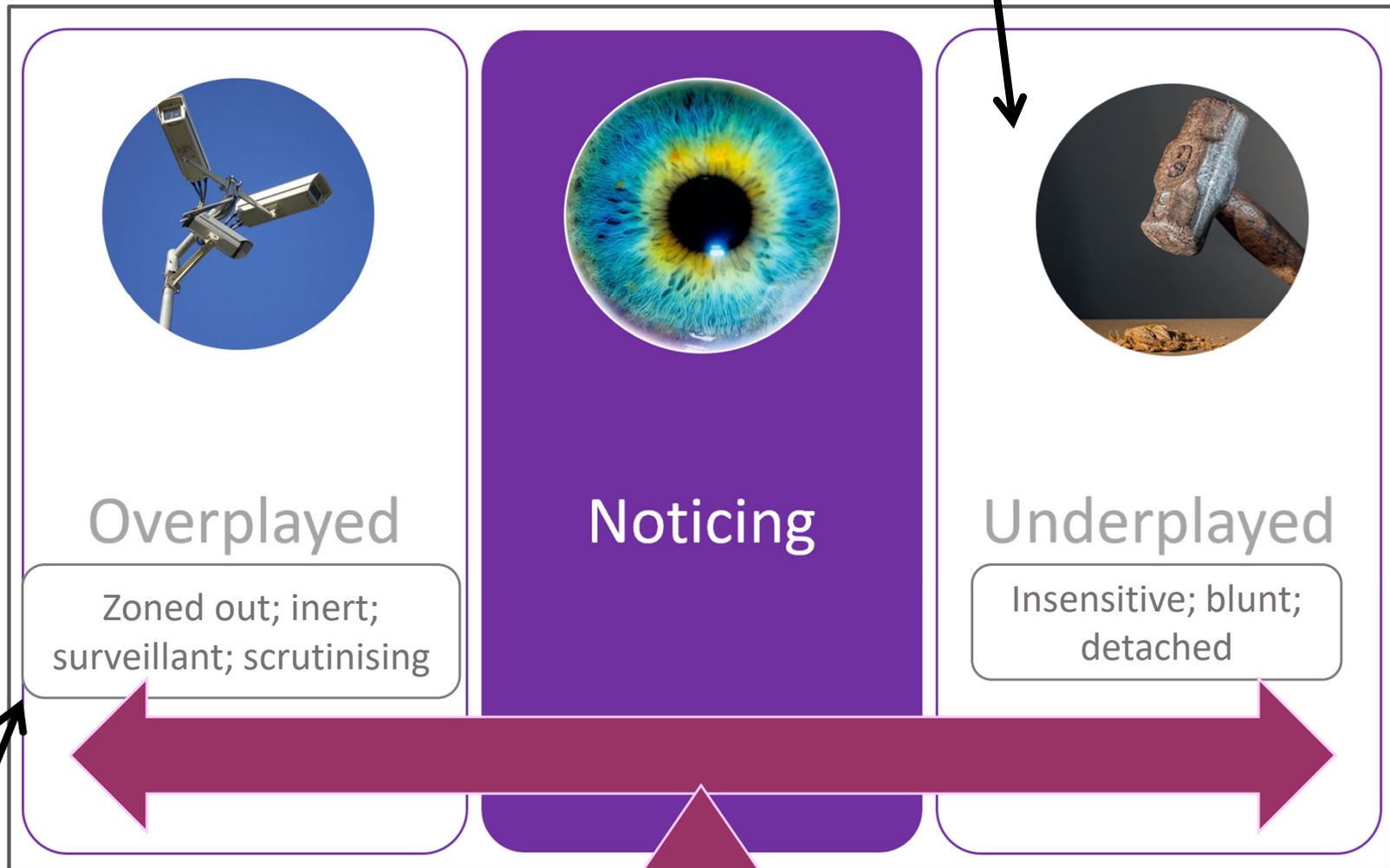
# Skills shown in this pack:



There are of course many more, but these feel like a good start.

## How the cards work

Let's take the skill of 'noticing' as an example. If we don't notice enough i.e., we underplay the skill, then we may act with insensitivity or seem blunt in our interventions.



On the other hand, if we do too much noticing (in relation to other skills) we might appear dormant or over picky.

# The cards

- Print, share, adapt....

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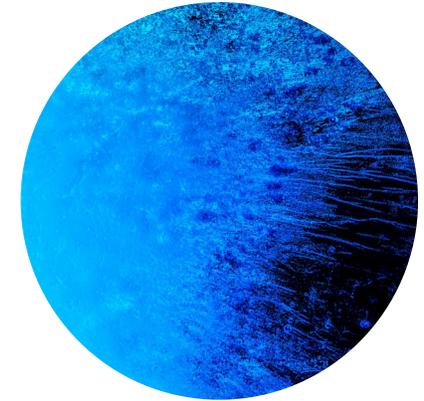


Overplayed

Stifled; smothered;  
group think; lazy



Safety -  
containment



Underplayed

Overwhelmed;  
vulnerable; hyper-alert





## Overplayed

'all about me'; over-sensitive; intimate; raw



## Use of self



## Underplayed

Appear inattentive & uncaring; absent; disembodied





## Overplayed

Zoned out; inert;  
surveillant; scrutinising

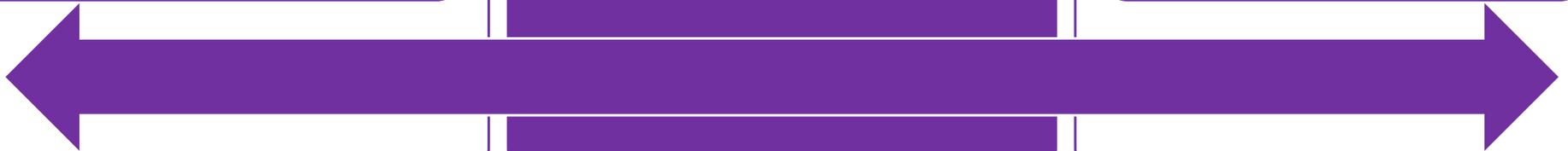


## Noticing



## Underplayed

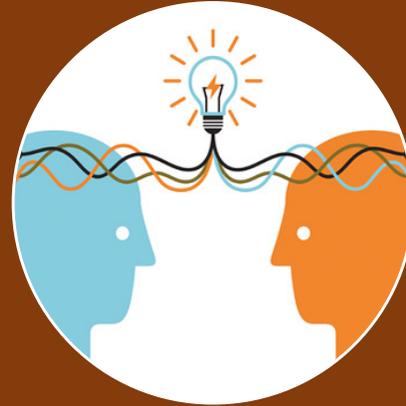
Insensitive; blunt;  
detached





## Overplayed

Loss of personal boundaries - disappearing



## Calibrating



## Underplayed

Isolating; vulnerable;  
no sense of group





## Overplayed

Disempowered;  
distorted self-belief



## Supporting



## Underplayed

Exposed, alone, fragile,  
vulnerable



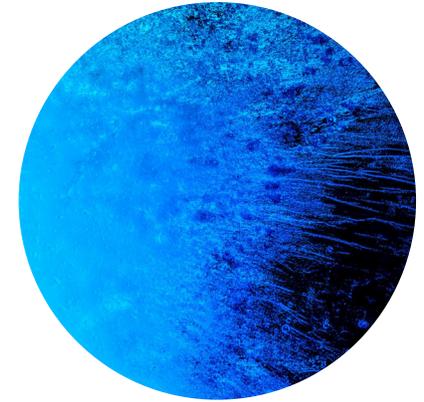


Overplayed

Sycophancy;  
deifying



Positive  
regard



Underplayed

Judgemental; contempt;  
conceit; pity; cast out





Overplayed

Aggressive; task-  
master; destructive



Challenge –  
step up



Underplayed

People pleaser; not  
holding to account; passive



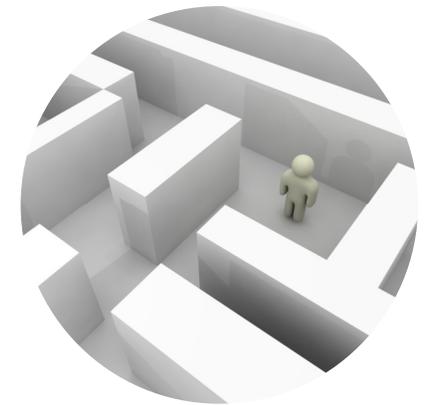


Overplayed

Blocks creativity;  
'my way'; closing

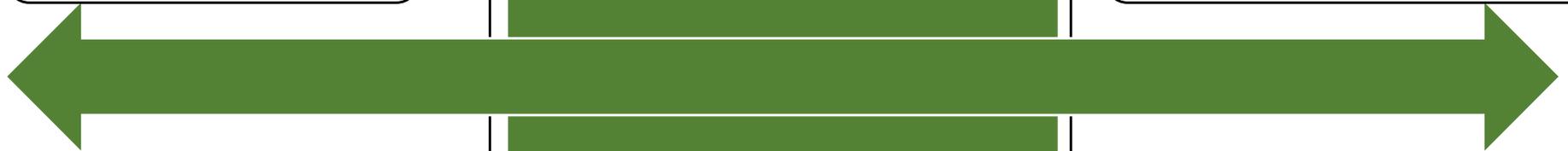


Sense-  
making;  
summarising



Underplayed

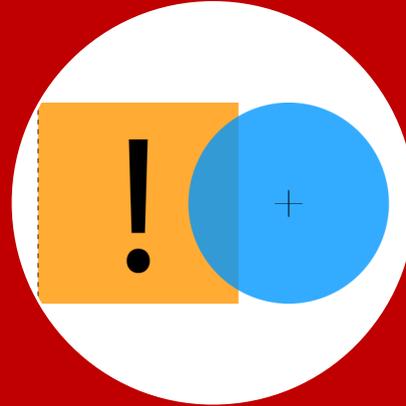
Endless circling; lost;  
stuck; no commitment





Overplayed

Everything is  
uncertain



Checking  
assumptions



Underplayed

Biases prevail; no real  
shared understanding

