

TO FORM THE GROUP

FOUR THINGS FOR YOU TO DO PERSONALLY

1. Value people one at a time.
2. Get clear on the purpose you want to pursue.

You need to understand your goal in terms of how the effort you ask for can achieve it. If you do not understand the connection between the efforts you ask of people and the goal you present them, their effort is likely to be scattered.

3. Gather your determination.
4. Forgive.

You must be a peacemaker rather than a troublemaker. Recognize that blame and anger toward others *fixes* them in their roles.

SIX THINGS FOR YOU TO DO WITH OTHERS

5. Invite others.

"I want to do (such and such). Would you help me?" If they prefer not to join you, accept gracefully. They may already feel chin-deep in responsibility or have other interests. Offer your invitation freely and allow others as freely to accept or decline it.

6. Help them identify the thoughts, feelings, and actions that represent their best side, and how they can express them.

Be on the lookout for all good. People learn unconditional love, trust, total responsibility, rationality, willingness to face the limitations of their thinking, thoroughness, and care as they explore together why these are important, and then support each other as they practice and refine them. They continually ask, "What are we doing here? Is this the best we can do?"

7. *Serve those who help you.*
8. *Talk through your common values*

Your ability to work together will depend on how you find strength in the same values.

9. *Generate the best ideas to act on*

People need the capacity to welcome correction of their ideas, think through their personal imitations, and modify them. *The common purpose is more important to them than their temporary feelings.* If a group cannot do this, it is certain either to plateau in its progress, or actively sabotage itself.

10. *Identify the most fitting task for each person.*

Understanding and prizing each individual is the indispensable beginning. This leads to listening to them deeply in order to understand the activity that best suits them, and depends on having a stable organization that incorporates their activity into its larger ongoing effort. At the conclusion of each meeting, obtain explicit agreement from each on what they will do before meeting again, and at the next meeting, call for their report. People need clear assent and agreement about what they will do, and a time they will reconnect with the group about it.

This is a summary of work authored by Dr. John Jensen.