



# THE FLOURISHING STAFF

## Tools and Methods for Team Building®

presented by

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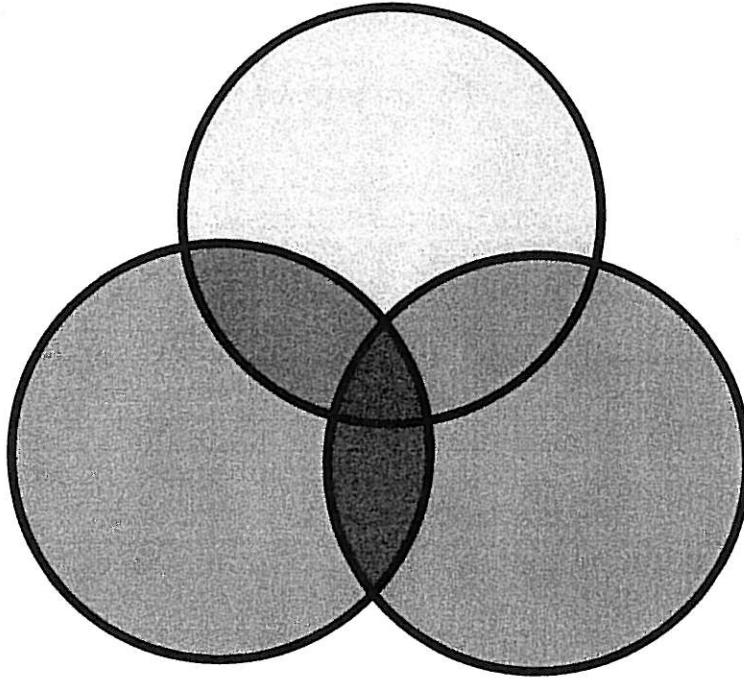
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**John's Notes and pictures of this workshop may be downloaded from  
Praxistraining.com (downloads tab) 3 -5 days after the event.**

### **The Flourishing Staff: Tools and Methods for Team Building**

*Explore methods and action steps to increase the effectiveness and satisfaction of working groups. Learn about using activities and exercises to help reveal individual roles, strengths, and weaknesses, and how groups may behave in real-world contexts. The format, which will model the content, is interactive, designed to be flexible enough to address specific needs while providing solid group content. Discuss dynamics of growth, sequenced learning, the spheres of growth, and Practical Comfort Zone Theory, and methods such as initiative activities, guided reflection, solo experiences, creative sequences, and questioning for discovery.*

# Praxis



***“Where theories...find integration in a pattern in which action and ongoing reflection interpenetrate.”***

**James Fowler**

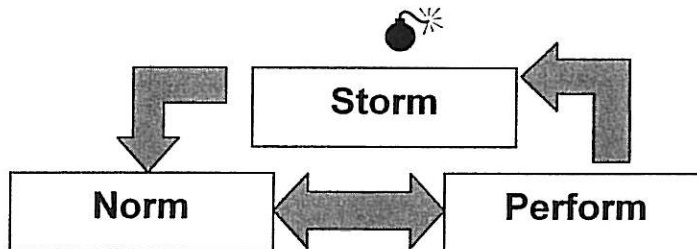
## Trust and the Flourishing Staff

# Basic Stages In Group Dynamics

❖ Form

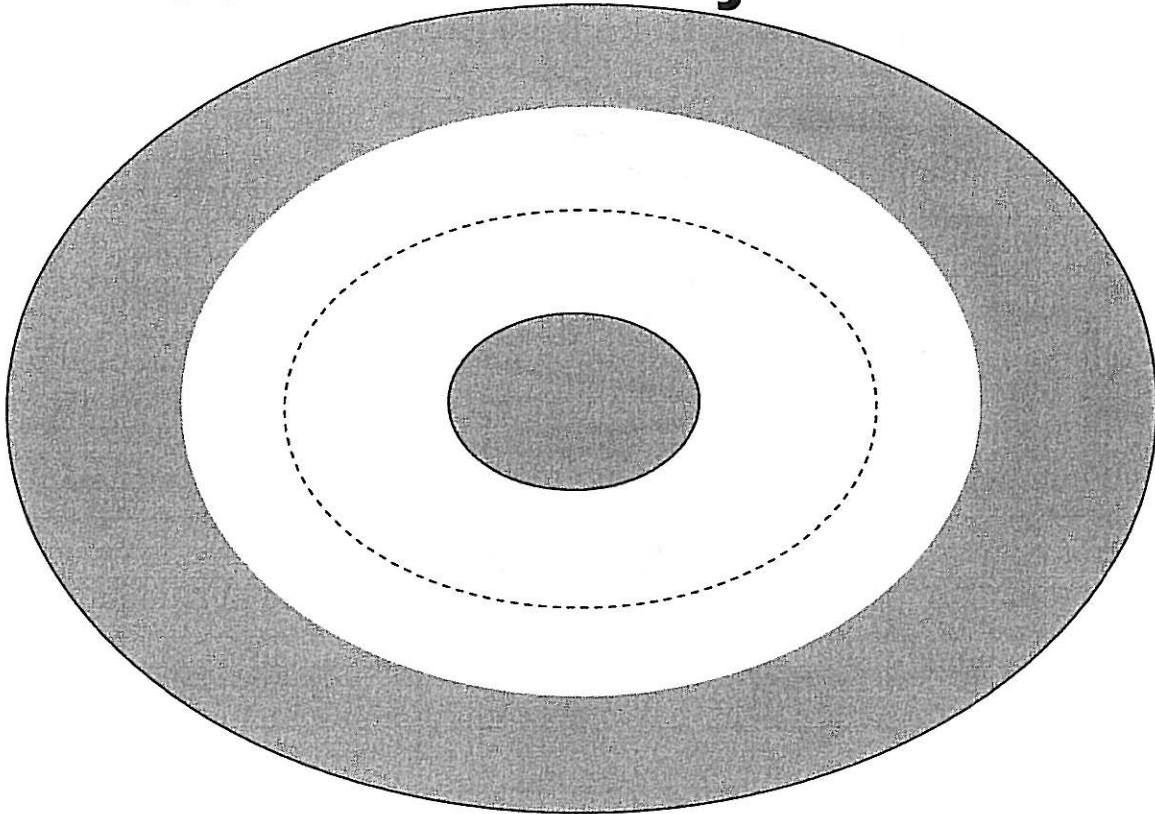
❖ Conform

❖ Storm, Norm, Perform



❖ Dissolve

# Comfort Zone Dynamics



"Don't Waste My Time" Zone:

Comfort Zone:

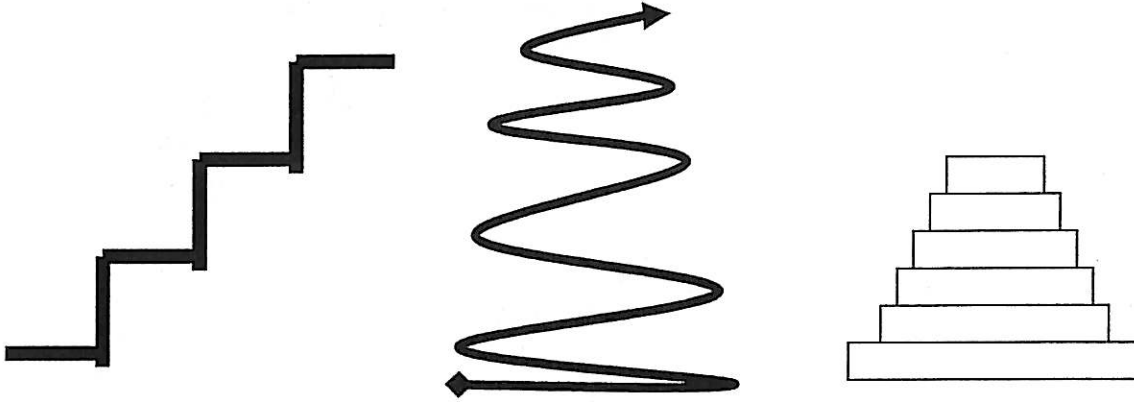
Growth Zone:

Retreat Zone:

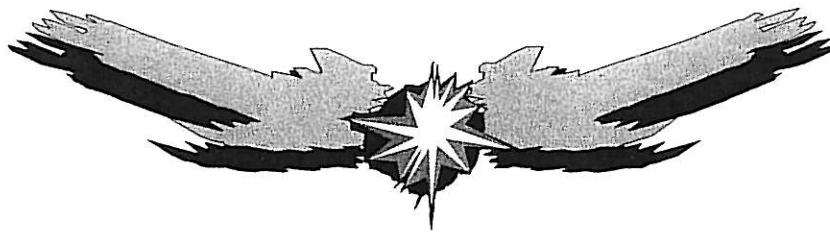
*Participants are always in a dynamic state, moving in and out of these zones as conditions and situations change.*

# Growth Dynamics

Basic concepts on how people grow



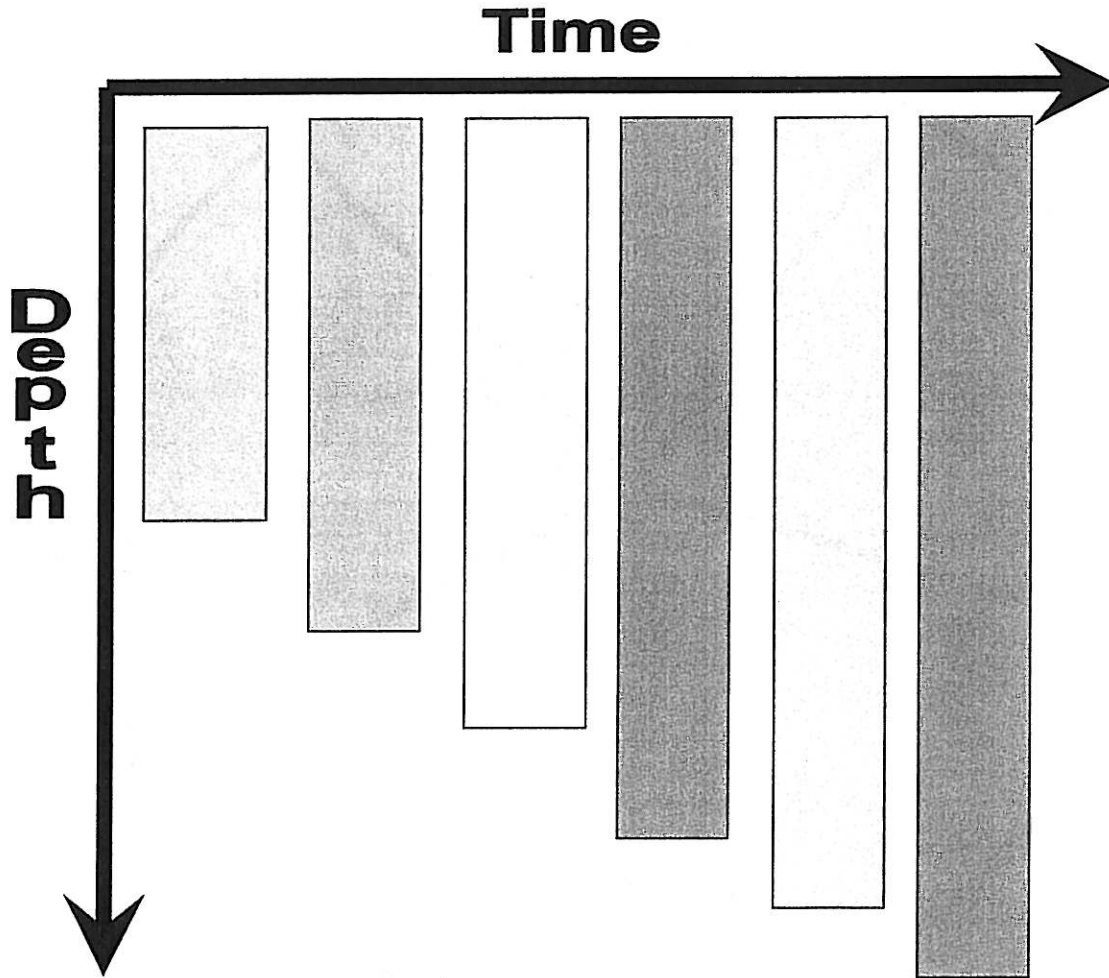
## Stage Theories



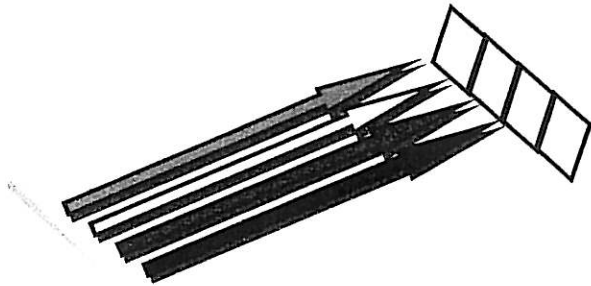
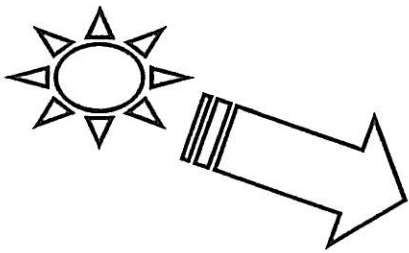
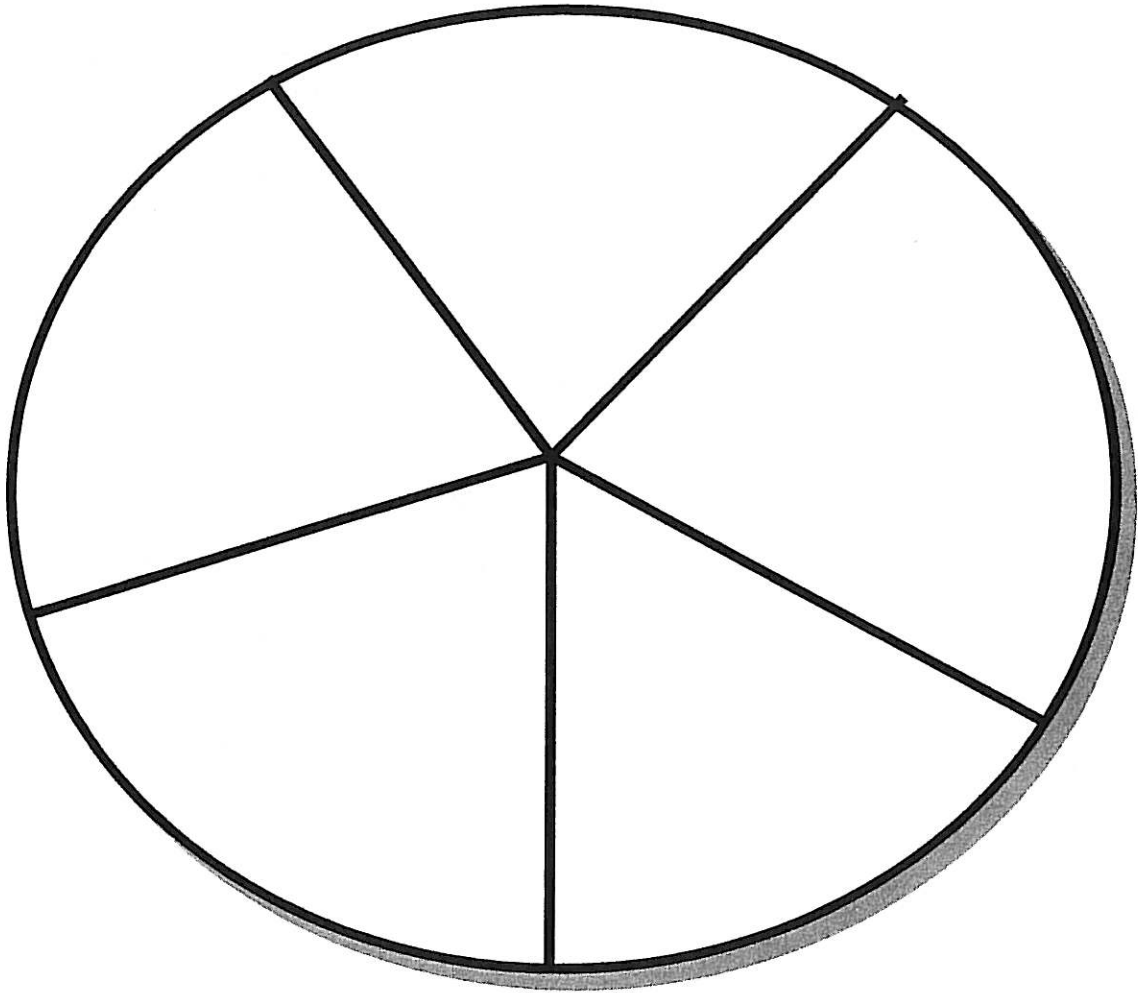
## Transforming Moment Theories

# The Activity Continuum

From Illustration to Discovery

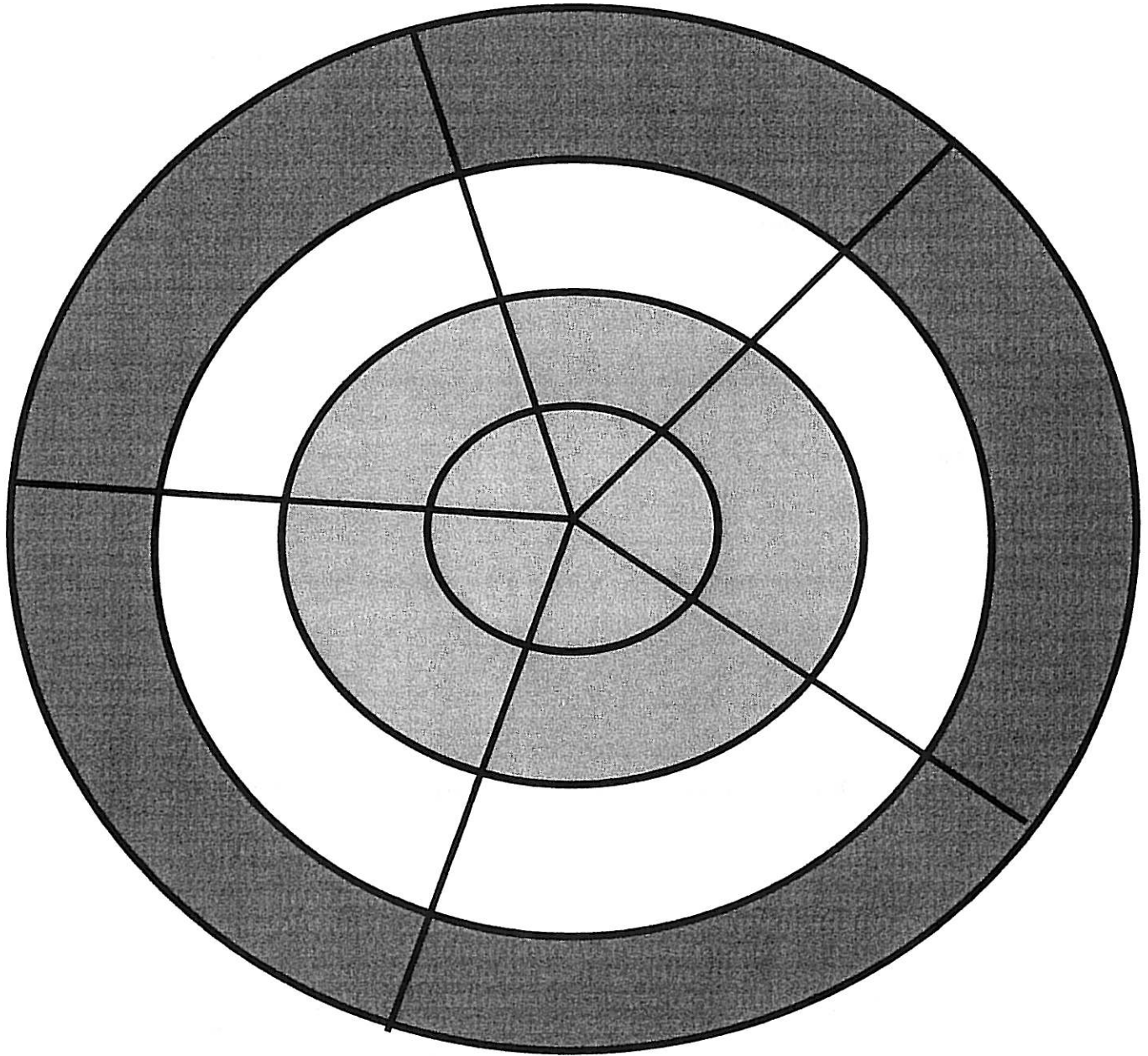


# Wellness



# Different Comfort Zones

## Exercise



# Discussion/Debriefing Model

*Preview - Do - Debrief/Discuss*

*Allow time for Reflection (let the event impact them, not evaluation of assessment)*

*Remember Silence is YOUR friend, not theirs.*

## Basic

- What happened?
- What does it mean?
- How does it apply to "real life"?

## In Depth

- Narrative

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- 
- 
- 
- 

*What are three questions you might ask to explore the narrative?*

- Feelings and Emotions

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- 
- 
- 
- 

*What are three questions you might ask to explore feelings and emotions?*

- Meaning (Micro)

- 
- 
- 
- 

*What are three questions you might ask to explore Micro Meanings?*

- Meaning (Macro)

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- 
- 
- 

*What are three questions you might ask to explore Macro Meanings?*

\*

- Application

- 
- 
- 

*What are three questions you might ask to explore application?*

\* In a religious context this is a good place to explore Scriptural Insights

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- 
- 

*What are three questions you might ask to explore scriptural Insights?*