



Basic styles available to the facilitator

- **Directing**
- **Informing**
- **Confronting**

Dimensions and Modes of Facilitation

	Planning	Meaning	Confronting	Feeling	Structuring	Valuing
Hierarchy (Direction)						
Co-operation (Negotiation)						
Autonomy (Delegation)						

3 Modes (indicated by a red arrow pointing left from the 'Co-operation' row)

6 Dimensions (indicated by a blue arrow pointing up to the 'Feeling' column)

18 Basic Options (indicated by the intersection of 3 modes and 6 dimensions)

The 3 Modes determine the type of power that you exercise over a group.

Hierarchy – provides direction

– Facilitator does it **FOR** the people

Co-operation – provides negotiation

– Facilitator does in **WITH** the people

Autonomy – provides delegation

– Facilitator gives it **TO** the people

The SIX Dimensions

Planning the program of learning and development

Understanding and making sense of experiences, images and ideas

Confronting and raising consciousness about defenses, distortions and avoidances

Feeling the presence and managing the emotional dynamics of the group

Structuring the current learning activity of the group

Valuing choice and creating a climate of celebration and respect for persons

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