



What is the Essence of Technologies of Participation (ToP®)?

- **Maximizes participation/honoring all voices**
Thinking together to create outcomes that an individual isn't likely to create alone
- **Provides opportunities for respectful personal transformation**
Welcomes the unexpected response
- **Gives voice, form and structure to participation**
Elicits hidden relationships and names them
- **Maximizes the brain's best processing patterns toward new insights**
Image based transformation is included in the design which allows new knowledge to be created.
- **Deepens levels of consciousness**
Methods that build the relations between the questions a group has, the group and their answers
- **Finds unity in diversity**
Builds on others ideas – resulting in real collaborative, integrative thinking
- **Grounds a group's experience of reality and acknowledges possibilities**
Acknowledges the reality and the possibilities in every situation
- **Biased toward action**
Concludes with the “decision or action” level, eliciting appropriate action

The Technologies of Participation® is a set of facilitation methods created and used by the Institute of Cultural Affairs over the past 30 years. ToP® is a registered trademark of the Institute of Cultural Affairs. ICA is a unique facilitation, training and research organization providing effective participatory skills to thousands of people across the U.S. and in 30 other nations. This list was a product of the January 2009 Annual meeting of the U.S. ToP® Trainers Network.