

Facilitator's Style

FromTo
Telling and directing	Asking questions
Vague, big question	Several specific questions
Getting a particular decisions	Thinking clearly to create a wise decision
Summarizing	Reflecting
Right and wrong answers	Learning from every experience
Debate	Dialogue
Argument about competing opinions	Understanding values beneath the opinions
One answer	Set of related answers
Finding problems	Finding meaning, root causes, and insight
Analysis	Synthesis
Categorizing	Gestaltng
Using existing distinctions to sort diversity	Uncovering insight, connections, diversity
Giving up and compromising	Creating an inclusive solution
Consensus as unanimous agreement	Consensus as ability to move forward together