

Rational and Experiential Aims – to determine the focus, purpose and mood of a **focused conversation**

Aims allow you to focus the intent of the conversation, help you to form questions, and direct the flow of the conversation.

The **Rational Aim** is the **intent or practical goal** of the conversation. It guides the collective thinking process and determines the direction of the conversation. Ask yourself what you want the group to know. Learn, discover, explore or decide.

The **Experiential Aim** is the **inner impact** of the conversation. It affects the mood of the group and sets the tone of the communication between the participants. Ask yourself how you want the group to experience the conversation, e.g. helpful struggle or mutual trust, or how you want the group to “be,” e.g. will they be excited or intrigued with a new idea? How do you want them changed by this event?

Objective Level Questions - to engage the five senses of sight, sound, taste, smell, and touch

Intents – Invites inclusive participation; Gets out the facts and objective data.

Reflective Level Questions - To elicit and acknowledge imaginative, intuitive and emotional responses.

Intents – Acknowledges emotions, memories and initial associations.

Interpretive Level Questions – To elicit the sharing of experiences and individual meaning

Intents – Builds collective consciousness and shared awareness within the group; Identifies available options and possibilities.

Decisional Level Questions – To develop collective opinions or resolve that may lead to future action

Intents – Draws out the deeper meaning from participants; Makes conversation meaningful and relevant to the future. Exposes individual and group choice.

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Rational and Experiential Aims of a Workshop

The **Rational Aim** is the practical product of the workshop. It is what the group needs to: know, understand, plan, produce, do or decide on.

The **Experiential Aim** is the mood and tone of the workshop. It is:

- What the group needs to experience (e.g. excitement, soberness, celebration)
- What you'd like to have happen in the group (e.g. new and deepened insights, breakthroughs, sense of discovery)
- How does the group need to BE different by the end of the workshop.