**🟠 Group Collage – Facilitator Guidelines**

**Turning Point Program | Facilitator Instructions**

**🔹 1. Timing & Energy – Managing the Process in Real Time**

After 8–10 minutes of collage work:

* If the group is slow, drifting, or even progressing smoothly — **introduce time pressure**.
* Say clearly:  
  *“You have 5 more minutes to complete your collage.”*  
  Then, if needed:  
  *“Last 2 minutes – complete the collage in* ***silence****. No more talking.”*

The goal is to push the group into a more intuitive, instinctive mode of decision-making and co-creation under mild pressure.

**🔹 2. If the Process Gets Stuck**

If you sense confusion, tension, or paralysis:

* Pause the process and ask the group to **stand together around the collage**.
* Gently ask:  
  *“How are you doing?”*  
  *“Would anyone like to share something about the process so far?”*

This brief emotional check-in often releases stuck energy and re-engages the group. Even if the process flows smoothly, it's still recommended to stand around the collage at the **end** — never return to chairs before the sharing.

**🔹 3. Initial Sharing – Standing Around the Collage**

When participants say the collage is complete:

* Ask them to remain standing around it and say:

*“Let’s stay close to what we created together. Who would like to share something about the experience — or about the collage you created as a group?”*

Let 1–2 people speak naturally, then begin **individual deepening**:

Ask 1 question at a time to each speaker. Choose based on their energy and what feels right.

Examples:

* *“How did this process make you feel?”*
* *“What role do you feel you took in the group?”*
* *“Where in your personal life does this dynamic show up?”*
* *“How does this reflect your relationships outside this room?”*

Encourage authenticity, not performance. Stay present and curious.

**🔹 4. Group Reflection – Collective Insight**

After several individuals have shared, you may invite broader group inquiry. Ask 1–2 of the following:

* *“Who do you think naturally led the process?”*
* *“Was there a moment you wanted to say something and didn’t?”*
* *“Looking back now – is there anything you would have done differently?”*
* *“Does anyone feel they need to say something to someone here?”*
* *“How did your behavior or attitude during the process mirror how you show up in life?”*

Use these gently. Don’t rush. Let the silence work for you.

Your role is to **hold the space** — not to fix, interpret, or solve.

**🔹 5. Emotional Tone – Holding Space with Presence**

What we aim to create:

* An **intimate** space of emotional honesty
* A **non-judgmental** space of reflection
* A **curious** space for seeing oneself and others more clearly

Encourage:

* Vulnerability
* Pauses and silences
* Moments of resonance between group members

Discourage:

* Analysis
* Defensiveness
* Rushing to closure

**🔹 6. Closing the Process – With Strength and Softness**

**Always close with a clear, uplifting statement** that validates the intensity and purpose of the process.

You may say something like:

*“This process is designed to bring out tension — either internal or within the group. Sometimes both. It’s not meant to be clean or comfortable. It’s not something you ‘win’.”*  
*“And yet… you showed up. You created something real. You stayed present. That’s powerful.”*

*“In moments like this, we see ourselves — how we react under pressure, what roles we default to, and how we connect (or don’t) with others.”*  
*“And from that awareness, we grow. We become able to choose. To act — not just react.”*

End with acknowledgment:

*“You did something amazing. You saw yourselves. You saw each other. You worked through friction, and found moments of connection. Be proud.”*

Let this **moment of pride and recognition** stay with them. It’s not about a perfect result — it’s about **presence, insight, and human connection under pressure**.