

# RESPONSIVE VS. REACTIVE: A GROUP MANAGEMENT SELF-AUDIT

This self-audit tool is designed to help you reflect on how you instinctively respond to challenging group moments. Are you guiding with intention—or reacting out of habit? Use these prompts after a session to strengthen your awareness, recognize your blind spots, and grow your facilitation practice.

## 1. PAUSE AND REFLECT

When did I feel grounded and present during this session?

When did I feel reactive, rushed, or emotionally triggered?

## 2. NOTICE YOUR PATTERNS

What group behaviors tend to trigger urgency or control in me?

Did I default to a familiar strategy even when it wasn't effective?

## 3. REVISIT YOUR RESPONSES

Was my response aligned with the group's actual need—or my own discomfort?

Did I model calm, curiosity, and care?

## 4. PLAN FOR NEXT TIME

What's one small move I could make next time to stay more responsive?

Who or what helps me recenter when I get off track?

*"Responsiveness is a practice, not a personality trait.  
The more you notice your habits,  
the more space you create to choose a better way."*