

Facilitation Skills

Group Awareness, Management and Exploration Skills

Stages of Group Decision-Making		
Professional	Reality-based	Humorous
<ul style="list-style-type: none">• Forming• Storming• Norming• Performing• Maturing or Declining	<ul style="list-style-type: none">• Groping• Griping• Grasping• Grouping• Group Action	<ul style="list-style-type: none">• Enthusiasm• Frustration• Panic• Assigning the blame• Punishment of the innocent• Rewarding the non-contributors

Adapted with permission from Soil and Water Conservation District Outreach: A Handbook for Program Development, Implementation and Evaluation. Ohio Department of Natural Resources, Division of Soil and Water Conservation, 2003.