



QUESTION THE GROUP

TYPE: Conflict Management

GROUP SIZE: Any

MATERIALS: Paper and Pencils

INTRODUCTION: This exercise will help group members to address situations of conflict within the group. It will also create a climate conducive to sensitivity and awareness.

DESCRIPTION: During a regular group meeting or at a retreat, have the group members write down two or three questions they would like the group to answer. Collect the questions, mix them up and redistribute them to the group. Each member should have three different questions to ask the group. Make sure members do not receive their own questions. Facilitate a question and answer period with the group.

PROCESSING:

- What did you learn about the group?
- How will the group benefit from the exercise?
- Which questions were more sensitive than others and how were they addressed?

VARIATIONS:

- This exercise may be used as an introducer. •It could also be utilized to confront beginning group conflict.
- In a more developed group, this can be used as a means to confront behavior of other group members, or as a way to resolve group conflicts.

OUTCOMES:

- Creates a nonthreatening atmosphere to confront the group
- Allows group members to be open and honest
- Addresses the group as a whole

REMEMBER:

- Introduce the exercise
- Explain it thoroughly
- Process it completely