

“TGroups for Everyday Leaders”

*Personal and Professional
Interpersonal Skill Development*

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Meet your facilitators



Jana Basili, MCC



Briana Evans

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Learning in Tgroup

- Norms
- Experiential Learning
- Risk-Taking
- Johari Window
- Disclosure Choices

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Important Norms

- Be on time
- Confidentiality (all repeat)
- Speak for your own experience
- Active engagement v. “spectator sport”
- Try something new & embrace (inevitable) imperfections
- Take care of yourself + of others
- More? (we can continue to add)

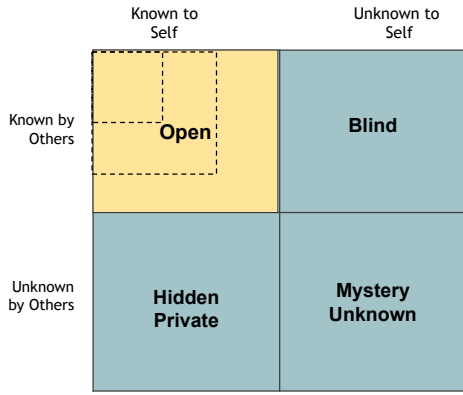
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In what circumstances do you fully open the windows?

J

Johari Window

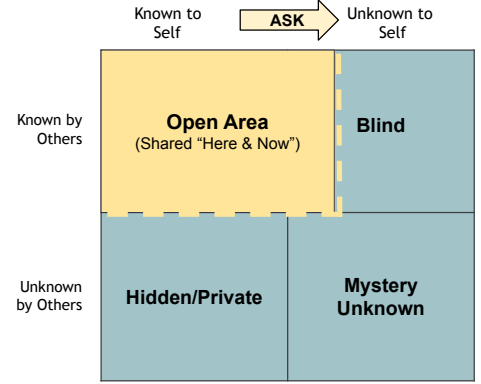


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J

Johari Window:

Data-gathering in TGroup



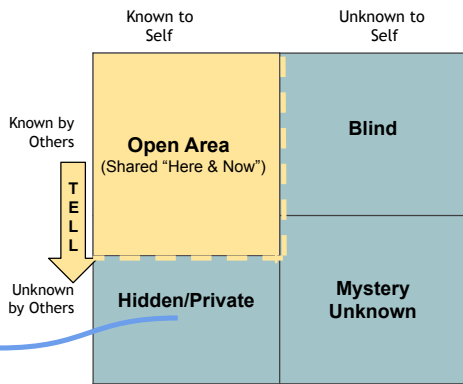
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J

Johari Window:

Disclosure in TGroup

- (a) Information/Data
- (b) Feelings, Values, Thoughts, Learnings, Insights, Observations, ??s, Motivations, Intentions
- (c) Deeply Personal/Private, Historical trauma

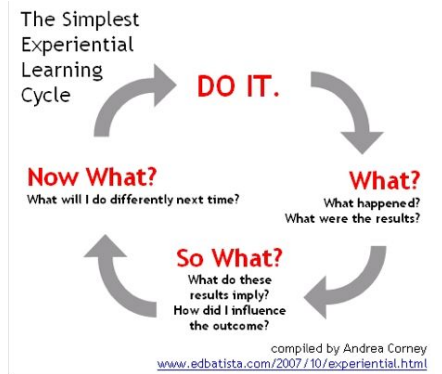


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Experiential Learning

(Based on David Kolb's Experiential Learning Cycle)

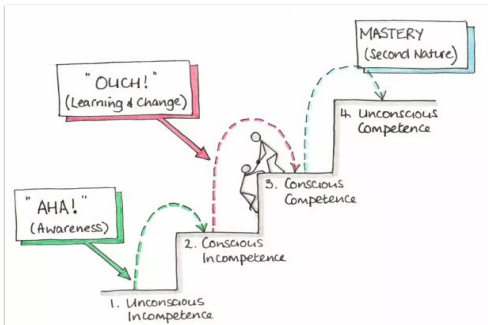


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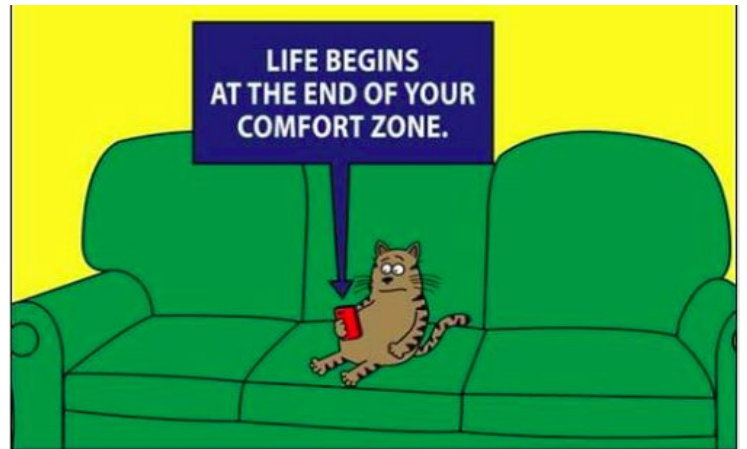
Experiential Learning

Resource: <http://lifecoachingcentre.co.uk/conscious-competence-ladder/>



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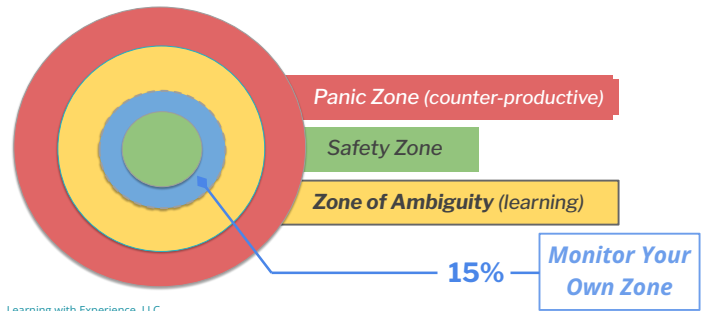


B



Zones of Learning & Risk

Resource: Lev Vygotsky, adapted by Carole Robin for Stanford's "Interpersonal Dynamics" course



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T-Group Learning

- "Here & Now" usually offers the most learning
 - Experiment, and see if you agree!
- Building muscles/capacity/options
 - not "Changing Who I Am"
 - not "Do it this way in every situation"



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B

T-Group Learning (cont)

- **Our job:** "Safe enough" for experimentation
Dual Facilitator/Member role
- **Your job:** Take charge of your own learning
Each person responsible for success of the group
You are always at choice
* No T-grouping outside of T-group *

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Icebreaker



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Consider:

- *What choices are you making to self-disclose?*
- *Where are you choosing to be re: your 15% risk?*
- *What's it like to talk with this person?*

B

"The more you go to the edge of your limits, the more your limits expand." - Robin Sharma



Special thanks to Andrea Comey, GSB Interpersonal Dynamics lecturer, for the inspiring quote