Tips for Nourishing Your Team

Share what helps you be most present in a group setting. Be specific:

- “no strong fragrances”
- “I really like elements of nature in the room”
- “You can let me know when you think I’ve made a mistake by...”

Talk about what an inclusive, trusting conversation space looks, sounds, and feels like to you. Find common values and a working principle to go along with it. Some examples include:

- Be lean in speech
- Speak from the heart
- Speak for yourself; use “I” statements
- Listen to understand, not to persuade
- Step back if you tend to dominate; step up if you tend to let others lead
- Be aware of intent and impact

Respect each other – speak as if everyone who arrives is well intended and wants the best for their children.

Talk about which facilitating situations make you feel uncomfortable or challenged. What could your team do to support you in those situations?

Brainstorm together how you will help the group steer away from destructive conversations.
Talk about your vision for this particular project and goals for each conversation.

Agree on the important points to cover when designing your agenda.

Share your strengths and what you are excited to learn about regarding this project.

Plan what is needed for your conversation and leverage each other’s strengths and relationships to provide it.

Instead of ordering pizza for dinner, you may know someone who loves to volunteer to cook. The site coordinator can provide a gift card and someone else can get volunteers to help serve and clean up.

Notice the gifts your team members unknowingly give you; share details with them about how their words, actions, or presence impacted you.

Help each other feel okay about making mistakes, trying out new skills or roles.

When receiving praise or a compliment from a team member, honor their feedback with a simple “Thank you, I liked hearing that.”

Help each other monitor for time and group safety (one monitor while the other is leading the activity).

Help your team have fun and relax.

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Compiled by Community Café Leadership Team Members Robin Higa and Amber Huffstickler – January 2017