

## CONNECTING YOUR OWN EXPERIENCE

There are sixteen core concepts highlighted in *Extraordinary Groups*. Think about your experience in groups. Note examples of your experience with as many concepts as possible. Review your notes. Are there patterns that stand out? What aspects of extraordinary groups are most significant to you?

Key Concept	Notes About Your Own Experience
<p><b>Acceptance:</b> Knowing and accepting myself for who I am</p> <ul style="list-style-type: none"> <li>● I accept myself for who I am right now</li> <li>● I know who I am and what I bring</li> <li>● I can express who I am to myself and others</li> </ul>	
<p><b>Potential:</b> Sensing and growing into my fuller and better self</p> <ul style="list-style-type: none"> <li>● I sense that I could be more</li> <li>● I am drawn to my possibilities</li> <li>● I want to learn and grow</li> </ul>	
<p><b>Bond:</b> Our shared sense of identity and belonging</p> <ul style="list-style-type: none"> <li>● We know who we are together</li> <li>● We create a safe space for each other</li> <li>● We each play our parts together</li> </ul>	
<p><b>Purpose:</b> The reason we come together</p> <ul style="list-style-type: none"> <li>● We influence each other</li> <li>● We move in the same direction</li> <li>● We count on each other</li> </ul>	

Key Concept	Notes About Your Own Experience
<p><b>Reality:</b> Understanding and accepting the world as it is and how it affects us</p> <ul style="list-style-type: none"> <li>• We are alert to the world around us</li> <li>• We are intrigued with that world</li> <li>• We accept our reality</li> </ul>	
<p><b>Impact:</b> Our intention to make a difference and our readiness to act</p> <ul style="list-style-type: none"> <li>• We want to improve our world</li> <li>• We need each other to make a difference</li> <li>• We are powerful together</li> </ul>	
<p><b>Transformation 1:</b> A fundamental shift in individual perceptions that accelerates behavior change.</p>	
<p><b>Transformation 2:</b> A fundamental shift in individual perceptions that increases personal vitality as demonstrated by feelings of being:</p> <ul style="list-style-type: none"> <li>• Energized</li> <li>• Connected</li> <li>• Hopeful</li> <li>• Changed</li> </ul>	

Key Concept	Notes About Your Own Experience
<p><b>Compelling Purpose:</b> An inspiring and shared understanding of why group members come together. As a result, members are inclined to...</p> <ul style="list-style-type: none"> <li>• Make their group and its work a priority</li> <li>• Stretch themselves to contribute</li> <li>• Are confident in each other's intentions and actions</li> </ul>	
<p><b>Shared Leadership:</b> Members lead the group together, taking mutual responsibility for outcomes and the way in which the group works. For example...</p> <ul style="list-style-type: none"> <li>• Members willingly initiate, facilitate, structure, suggest and do all manner of things traditionally assigned to one leader</li> <li>• A designated leader, when present, assures that the group is led rather than being the one constant leader</li> </ul>	
<p><b>Just-Enough Structure:</b> Members develop <u>only</u> the plans, systems, roles, and agreements <u>necessary</u> to help them move forward—but not so much as to become bureaucratic or burdensome. These structures...</p> <ul style="list-style-type: none"> <li>• Support the achievement of the group's purpose and outcomes</li> <li>• Enhance the ability of members to be collaborative, flexible, creative, and adaptive</li> </ul>	
<p><b>Full Engagement:</b> Members enthusiastically participate in the group's work. They may...</p> <ul style="list-style-type: none"> <li>• Step in to help and adapt to new circumstances</li> <li>• Know that each other will follow-through</li> <li>• Become passionate about the group's work</li> <li>• Respect and care about each other</li> </ul>	

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<p><b>Embracing Differences:</b> Group members see, value, and use their diversity as a strength. Members:</p> <ul style="list-style-type: none"> <li>• Are intrigued by and respect the range of information, perspectives, backgrounds, and cultures within the group</li> <li>• Challenge each other and work through differences and sensitive issues</li> <li>• Feel appreciated for who they are as individuals</li> <li>• Have a sense of trust and safety within the group</li> </ul>	
<p><b>Unexpected Learning:</b> Individual and collective learning exceeds expectations, reaching beyond the work at hand to members’ careers and lives. Members might...</p> <ul style="list-style-type: none"> <li>• Stretch themselves to go beyond current capability</li> <li>• Increase personal confidence</li> <li>• Support each other’s learning</li> <li>• Intentionally learn together</li> </ul>	
<p><b>Strengthened Relationships:</b> Trust, respect, collegiality, and often friendships grow among group members. Members can...</p> <ul style="list-style-type: none"> <li>• Deepen and strengthen already existing relationships</li> <li>• Build new bonds by doing the routine work of the group, facing challenges, and realizing accomplishments</li> </ul>	
<p><b>Great Results:</b> Tangible and intangible outcomes surpass members’ expectations. For example...</p> <ul style="list-style-type: none"> <li>• Tangible goals are almost always met or exceeded</li> <li>• Intangible results--learning, increased confidence, enhanced relationships, pride of accomplishment, and increased sense of community—are predictable</li> </ul>	