

# GET GROUP CLARITY WITH O.R.I.D

## FACILITATION

### THIS TOOL WILL HELP YOU TO:

- ★ give your group discussion a simple but powerful structure
- ★ consider the facts and varied experiences
- ★ elicit and honour emotional responses
- ★ discover underlying common values and meanings
- ★ come to informed group decisions and actions.

### HOW TO:

O.R.I.D. is a four step strategic questioning process that follows the natural sequence of human thinking: processing sense information, feelings and ideas to make decisions about what to do.

- 1 Get to know the four stages of O.R.I.D.: Objective, Reflective, Interpretive, Decisional

**Objective discussion** enables the group to draw out facts and observations about an experience, issue or event. Ask questions like: What did you see, hear, sense or smell? What have you heard OR read about OR seen (whichever is appropriate)? What facts do we have about it?

**This phase aims to explore facts, experiences and observations, not opinions or analysis.**

**Interpretive discussion** enables the group to consider the meaning and value of the topic, its significance and usefulness to the group.

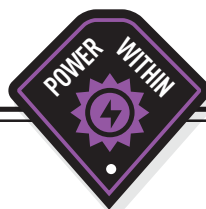
Ask interpretive questions like: What if...?, What would it mean if...?, What would that do if...? What are key points or values? What is important about it? What are we learning?

**Reflective discussion** enables the group to discuss how they feel about an event or situation. Ask questions like: How did it feel? What did you appreciate? What was interesting? What was surprising? What was painful? What was difficult? What was puzzling?

**This phase aims to identify the multitude of feelings involved in any matter of consideration.**

**Decisional discussion** enables the group to look at options and make a decision in response to the matter being discussed so far.

Ask questions like: What could we do about it? (Consider all options). What will we do, both now and later? What would be achievable, positive outcomes?



- 2 Clarify the topic and guide the discussion through the four stages, one question at a time. The careful phrasing of questions and affirmative statements by the facilitator help focus the discussion.
- 3 Encourage many different responses to questions and active listening. On the O level, make especially sure questions can be easily answered by everyone and move quickly (possibly using a round robin).
- 4 If people bring up feelings, theories or solutions too early, accept their contribution and ask them to 'hold that thought' for later.

When O.R.I.D. is facilitated well it feels like a natural discussion. In the end you'll have shared everyone's feelings, ideas and opinions in a structured way that enables listening, connections and good decisions.

## BRING IT TO A MAKE CHANGE HAPPEN MEETING

### Practice run

Perhaps you've recently used this tool in a project. Reflect on what you actually did and what happened, what responses you got, what worked well, and what didn't. Share this with the group so you can learn from each others feedback. You could even pre-prepare an O.R.I.D. on your O.R.I.D. experience (with plenty of O). Then present this to the group and take their contributions to the I and D phases (and R if they are up to it).

### Report back

Run a quick O.R.I.D. session with your Make Change Happen group. This could go for 15 to 20 minutes. To work, it must be on a event or topic most of your Make Change Happen group have experienced e.g. a recent event in the media, or a common experience in a recent Make Change Happen meeting.

## GET GROUP CLARITY WITH O.R.I.D

WHEN O.R.I.D IS FACILITATED WELL IT FEELS LIKE A NATURAL DISCUSSION.

## COMBINE THIS TOOL WITH:

- Give and Receive Feedback
- Plan your Actions

## NOTES

*This process is called 'Focused conversation' in the Technology of Participation (ToP) of the Institute of Cultural Affairs and documented in several books. Adapted from Unfolding Futures ([www.unfoldingfutures.net](http://www.unfoldingfutures.net)). For more information or support please contact Richard and Maria Maguire from Unfolding Futures on +61 2 9896 3839.*