

Small Groups

We use small groups to deepen our connections.

Everyone on our team gathers every two weeks in a small group. The same groups of 6-8 people meet for six months, with rotating leadership based on the simple script below. After about six months we mix up the groups and refresh the format, but it always includes grounding silence, two simple reflection questions, and times for each person to speak. Folks can always pass. There's no crosstalk – this isn't a group discussion, but a time to listen and reflect. The whole conversation takes 40-45 minutes. No one stresses about leading because the format is so simple. Whoever feels like leading that day does.

Small Group Leader Script

*Help people settle in
Ask folks to light a candle if they've got one
Get a three-minute timer ready*

Silence for three minutes

Say: "This time is for us to connect, to keep getting to know each other, to witness and be witnessed in our work lives. The only instruction is to listen in a way that's worthy of each other's stories, so lean in, take care, and show up."

Ask: "Tell us about something happening in your life that is informing your work. Be as specific as you can."

*Be comfortable with silence.
Be gently encouraging, but it's okay if not everyone shares.
Count to seven before moving on.*

Ask: "What we're making together will help people live their lives more on purpose. Tell us a specific story of when you felt purposeful at work in the last couple of weeks."

*Be comfortable with silence.
Be gently encouraging, but it's okay if not everyone shares.
Count to seven after someone stops speaking before moving on.
Be prepared to wrap up right at 45 minutes.*

Thank everyone and say goodbye, or

Say: "Thanks everyone. It's good to be together. Take care and we'll see you in two weeks."