

Revised Framework to include anti-oppression language
Revisions highlighted

This Framework was developed in response to the question “*what does someone need to know or be able to do in order to facilitate the Work That Reconnects well?*” These are aspirational statements about the understandings, skills, and capacities we need to develop over time.

For each statement, ask yourself “*how true is this for me?*” and answer on a scale of 0-1-2-3-4-5 where

0 = not true at all

1 = true in some small ways, I've made a start here

2 = about half-way

3 = mostly there

4 = this statement is true for me

5 - being reserved for those statements that are true in an inspiring and well developed way

Using this rating scale helps you identify your strengths and (if repeated) track progress cultivating capacities that are less developed.

Starting Points:

1. I have experienced the Work That Reconnects (WTR) in a variety of contexts and range of depths. 0 1 2 3 4 5
2. I have thoroughly studied *Active Hope, Coming Back to Life* (with its study guide), and Joanna Macy's training video, *The Work That Reconnects*. 0 1 2 3 4 5
3. I have experience of leading some WTR practices. 0 1 2 3 4 5
4. I have participated in diversity/anti-oppression/decolonization trainings or courses. 0 1 2 3 4 5

Workshop Design and Facilitation

1. I am confident in my ability to structure a workshop that guides participants successfully through the transformational processes of the WTR in:
 - a. Moving from individual self to a sense of Self connected to the whole living Earth 0 1 2 3 4 5
 - b. Moving from fear of feelings to courageous open heart 0 1 2 3 4 5
 - c. Moving from disempowerment to empowerment. 0 1 2 3 4 5
 - d. Moving from a colonized mindset to a decolonized mindset. 0 1 2 3 4 5
2. I am confident in my ability to design a workshop that:
 - a. flows well, 0 1 2 3 4 5
 - b. connects with and respects participants with a variety of learning styles, 0 1 2 3 4 5
 - c. connects with and respects participants from different cultural backgrounds and lifestyles. 0 1 2 3 4 5
3. I am sensitive to the needs of the group and responsive to feedback and non-verbal cues, adjusting or varying my approach and the agenda where needed to maintain energy and engagement. 0 1 2 3 4 5
4. I know ways to cultivate safety and trust in a group, so that people feel comfortable sharing at a deep level. 0 1 2 3 4 5
5. I can create a safe environment and respond honestly and sensitively to any statements or actions that might cause harm to any group member. 0 1 2 3 4 5
6. I listen deeply and actively to participants' ideas and feelings, even if they are divergent from my own. 0 1 2 3 4 5
7. I am resilient when challenges come up while facilitating, so that I can recover from setbacks as well as learn from them. 0 1 2 3 4 5
8. I can work within time constraints in a manner that does not rush or drag things out. 0 1 2 3 4 5

WTR Concepts and Worldviews

1. I can explain, with current real life examples, the 3 Stories: Business as Usual, the Great Unraveling, and the Great Turning, acknowledging the roots in colonization historically and today. 0 1 2 3 4 5
2. I can explain the nature and problems of the Industrial Growth Society--including institutionalized racism, sexism, economic inequality, mass extinctions, and climate disruption--with examples and personal stories. 0 1 2 3 4 5
3. I can explain and provide examples of the three dimensions of the Great Turning: Holding Actions, Transforming Social and Economic Systems, Shifts in Perception and Values. 0 1 2 3 4 5
4. I pay attention to trends in society, social injustice, economy, politics, and environment so I can speak to what is currently happening in our world. 0 1 2 3 4 5
5. I can envision a Life Sustaining Society and what would be required to create it, and can support others to do the same. 0 1 2 3 4 5
6. I can articulate basic concepts of systems thinking, the ecological self, Gaia Theory, Deep Ecology, and Deep Time in enlivening ways. 0 1 2 3 4 5
7. I can articulate basic concepts of systemic racism, anti-oppression, white privilege, and decolonization. 0 1 2 3 4 5
8. I value and validate both pain for the world and joy for the world as healthy expressions of interconnectedness within the web of life. 0 1 2 3 4 5
9. I recognize the difference between optimism and active hope; lack of optimism does not stop me from acting to support my hopes for the future. 0 1 2 3 4 5
10. I understand and can convey the value of "positive disintegration" personally and socially. 0 1 2 3 4 5

11. I can compare the paradigms of “power over” and “power with,” and illustrate their consequences. 0 1 2 3 4 5

WTR Framework and Practices

1. I can describe the Work That Reconnects and why it is valuable at this time, in language that is meaningful to a variety of audiences. 0 1 2 3 4 5

2. I can articulate the importance and value of each stage of the WTR Spiral and the progression from one to another. 0 1 2 3 4 5

3. I am confident in leading:
a. Gratitude practices that open people’s hearts and minds to their love for life on Earth. 0 1 2 3 4 5

b. Practices for Honoring Our Pain for the World that help people tell the truth about what they see, know, and feel is happening to their world, including their grief, anger, fear, and despair. 0 1 2 3 4 5

c. Seeing with New Eyes and Deep Time practices that shift people’s perceptions toward understanding themselves as interconnected beings through time and space. 0 1 2 3 4 5

d. Going Forth practices that help people clarify their focus, mobilize their energies, and identify next steps needed to move forward. 0 1 2 3 4 5

4. I am able to be alongside my own and other people's pain for the world, including despair, without needing to fix it. 0 1 2 3 4 5

Living the Great Turning

1. I engage in practices that help keep me nourished, connected, and resourced, so that I may maintain my effectiveness as a facilitator. 0 1 2 3 4 5

2. In my everyday life, my relationships reflect the diverse community I live in, and I comfortably integrate people from different cultures and lifestyles into my circle of friends. 0 1 2 3 4 5

3. I recognize the deep uncertainties of this global moment, and ways we can be strengthened by them. 0 1 2 3 4 5
4. I allow and express my pain for the world, including fears, anger, grief, and hopelessness—and acknowledge the ways I might avoid or distract myself from these feelings. 0 1 2 3 4 5
5. I allow and express my love and joy for the world and acknowledge ways I might block these feelings too. 0 1 2 3 4 5
6. I live my life as non-violently as possible in the food, products, and energy I consume. 0 1 2 3 4 5
7. I am consciously proactive in ending racism and oppression. 0 1 2 3 4 5
8. I use my time, money, and other resources in ways that support the Great Turning. 0 1 2 3 4 5
9. I actively support others in their work for the Great Turning and I ask for help when I need it, since no one can do this work alone. 0 1 2 3 4 5
10. I engage in a spiritual practice that clarifies my mind, strengthens my resolve, and opens my heart to all beings, human and non-human. 0 1 2 3 4 5
11. I spend time in nature to renew my soul, and receive guidance from the living Earth and all its beings. 0 1 2 3 4 5
12. I inhabit a larger timescape that helps me attend to beings past, present, and future, and experience their support. 0 1 2 3 4 5