

## GRAPHIC RECORDING

Banish the Critic: ferret out the demons and unhelpful commentaries, scripts and self-talk that may be haunting you.

Milly Sonneman  
Beyond Words: A Guide to Drawing out Ideas

Your inner experience shapes and informs ...your movement, ability to listen, be present, and suspend self-criticism.

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Beyond Words: A Guide to Drawing out Ideas

### Consider:<sup>1</sup>

- Take each basic shape (triangle, square, diamond, circle, star, line, arrow, spiral) and notice the meanings that are associated with it. Brainstorm all the places you have seen that shape, and expressions that contain it.
- Start a graphics file.
- Find frequent opportunities to practice. Record telephone conversations and record on your lap during meetings (when you're not formally facilitating).
- Find opportunities for you and a partner to separately record the same conversation. Review your recording together. Notice the differences in what you heard and how you used graphics to represent this. Reflect on ways to expand your listening as you practice your recording.

### Resources:

Isaacs, William. *Dialogue and the Art of Thinking Together*. New York: Doubleday, 1997

Senge, Peter. *The Fifth Discipline: The Art and Practice of the Learning Organization*. London: Century Business, 1997

Sibbet, David. *I See What You Mean: An Introduction to Graphic Language Recording and Facilitation*. San Francisco: Grove Consultants International, 1981

Sonneman, Milley. *Beyond Words: A Guide to Drawing out Ideas*. Berkley, Calif.:Ten Speed Press,1997

Pearpoint, Jack. *Hints for Graphic Facilitators*. Available from Inclusion.com

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<sup>1</sup> Some of these ideas are taken from Millie Sonneman's book: Beyond Words.

**SKILL SET<sup>2</sup>**  
**CREATING A VISION: THINKING BIG**

WHAT TO DO	WHEN TO DO IT	SOUNDS LIKE...
Invite the team to create a shared image of the hopes and desires that will guide the work of the team.	When the day-to-day reality is overwhelming.  When we need to hear Agreement on long- term direction.	“What are our highest hopes and most heartfelt aspirations for a good life for _____”.
Offer the team the opportunity to state the values and beliefs that unite it.	When the group needs to hear the “common ground”.	What beliefs do we hold that will guide our work in support of _____? “We believe..”
Encourage the team to name the gifts and capacities of the focus person that the team wishes to build on and enrich. Remind the team that it may never reach the	When we need to remember that the person is more than his disabilities.	What unique qualities and gifts does _____ bring to our world? How could these be more fully expressed? If these gifts were “really alive” what would we see?
“vision”. It’s not a “place” - it is a field that unites. (Remind people that the team will establish goals that are grounded in specifics.) Remind the team that	When participants find it difficult to “think big” – or have difficulty in “reaching far enough”.	Note: Capacities are bigger than skills and interests.
we “Carry dreams for others”	When key team members (the focus person and/or family members) have difficulty in thinking about the future	“Others that care about us have hopes for our future – even when aren’t able to have hopes about our own futures. So this is an opportunity for everyone to share their hopes about _____’s future”.

<sup>2</sup> Created by Jo Krippenstapel Januray, 1998. Jo can be reached at JoKripp@cs.com

**SKILL SET**  
**Establishing a Goal –**  
**Getting Down to Specifics**

WHAT TO DO	WHEN TO DO IT	SOUNDS LIKE...
<p>Get agreement on a future date.</p> <p>Push the date out far enough that the present reality doesn't interfere with the discussion, yet close enough that participants will imagine their involvement in it.</p> <p>Encourage participants to look back at the vision and describe the progress that it's possible to make within the agreed upon time frames.</p>	<p>At the beginning of the conversation about goals.</p> <p>After the group has established a vision.</p> <p>At the beginning of this step – or even prior to the meeting if possible.</p>	<p>“How about if we create three year goals – does feel about right?”</p> <p>“Imagine that it is the year (future date).... We have accomplished some good work toward our shared vision. Lets talk about what that good work looks like.”</p> <p>“Imagine that you are watching a video of the year (future date)...”</p> <p>“Imagine that you are looking back over the picture album of the years (future dates)...”  “Pass the album along to the next person...what pictures or mementos do you see?”  (“Here’s a picture of John fishing with his brother.”)</p> <p>Do you see anything that has to do with John’s gift for ___ that we talked about in our vision conversation?</p>

# The Art and Practice of Facilitation

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