

Ground Rules for Dynamic Groups

by Cate Stillman

Members of a dynamic group choose a growth path. Higher levels of growth and development only happen when we stop trying to evolve alone and commit to a dynamic group. Both the leaders and the members must lead each other. Your pace on this path accelerates through engagement. As you “pay forward” your attention to the group, the group can reciprocate exponential value to you. Most people entering a dynamic group have actually been trained to be passive, skeptical, and energetically separate from the group. The ground rules guide you to attune, engage, and amplify our collective potential.

Be All In

Dynamic groups gain traction when every member is fully engaged. Being “all in” turns on our ability to listen deeply for the truth, or essence behind the words. Being “all in” means being equally interested in our personal growth and the group’s growth. Each member takes responsibility for the group’s experience. In a group, being “all in” means speaking up to step into more growth for oneself, or for another member. When a dynamic group is “all in” for each member, they have each other’s backs. This creates a safe space for growth. Those who are shy or “lurking” call themselves forward to participate with the group in a more interconnected way. Those who “dominate” call themselves back to build the support container for the group. Everyone can then show up more fully, attentively, and honestly.

Champion Diversity and Inclusion

A dynamic group is a collective aiming for an environment of expansion, inclusion, and exponential growth with members from all genders, races, ethnicities, abilities and sexual orientations. Just as in nature, diversity and inclusion in our human groups creates fertile ground for thriving. Honoring other’s experiences creates an inner sense of safety, which is paramount for inclusion - which comes from your desire to relate, rather than judge. Each member of the dynamic group brings their own valid experience and unique personality which is essential for the collective to flourish.

Prioritize Your Growth

Once you’ve committed to your evolution, competing desires will arise. You may face a continual barrage of conflicting demands on your time. On a growth path, your commitment to your goals will be tested time and again. Your dynamic group is designed to prioritize your growth. Show up to the group with a wholehearted presence, and inspire by taking action on your growth path.

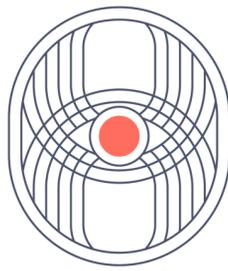
Engage the Uncomfortable Edge of Opportunity

Growth is the work of stepping into opportunity. Your growth has an edge. The edge is edgy — it’s unfamiliar and uncomfortable, and requires new ways of being and taking new actions, which lead to more growth. Being “all in,” your preference is to be at your edge. We’re conditioned to generate negative thinking, emotions, speech, and actions with the unfamiliar and uncomfortable. Living on your edge of growth means being willing to accept the emotions that arise as a part of your evolution and responding with the courage to exhale. Reorient yourself. Ground yourself in the horizon in front of you, and embrace the ever-changing scenery along your growth path.

Nurture Identity Evolution

Dynamic groups guide you to take risks, and try on new ways of being - allowing you to evolve into your emerging identity. As you engage your edge, you become a more integrated, connected version of yourself. Releasing past conditioning (the “I know who I am”) you can embrace your growth (the “I pay attention to who I’m becoming”). Collectively, we hold each other to the standard of our emerging potential. This enables your more evolved identity to take root. We hold each other to the evolving edge and reinforce new levels of growth.





Ground Rules for Dynamic Groups (cont.)

Listen Deeply

Your listening has depth that you should actively dive into when you're with your group. When you do, an evolutionary tension arises that propels your group into dynamic growth. When your group meets, practice and receive deep listening. Listening deeply means you participate 100% in receptivity mode. When a member speaks, you connect with the essence beneath their words. You turn up your care and allow yourself to be impacted by their edge. Deep listening is the glue that holds an evolutionary conversation together.

Communicate with Care + Candor

Good communication is the bedrock of your relationships. Your growing edge will either be speaking with candor, or speaking with care. If your edge is care, speak with empathy, connection, and humility. If your growing edge is candor, trust your voice.

Reach In When You Tweak Out

On a growth path, you'll stretch yourself beyond where you've been. When you notice yourself feeling overwhelmed, frustrated, or depressed, identify this as your nervous system reacting in an old pattern and contracting in the face of growth. This pattern stunts your growth, reinforces your old identity, and undermines the group. We reinforce the habit of reaching into the group for compassionate and dynamic guidance.

Give to Receive

Giving more activates receiving more. If you want more guidance, support, or feedback from your group - give your attention to taking aligned action. Aligned action at your edge is the best way to give your leadership to your group. The group is the container to amplify taking aligned action - as the more aligned action members take, the more the group evolves, and the more value each member gets from each other. Your blind spots are usually obvious to other members of the group. Ask questions at your edge and implement feedback with a beginner's mind. Be attentive to your group - whether through encouragement or when asked for direct feedback. Offer honest feedback when asked, and you'll receive honest feedback when needed.

Be Ready for Action

Before your group meets, get ready. Show up early to reflect. What exactly do you need from the group or the leader right now? What is the one burning question at your edge? What aligned actions have you taken since the last meeting? Organize your attention by reflecting immediately before the session.

Overcome Resistance by Kindling Your Desire

Before a breakthrough, resistance arises. The resistance is potential energy that you must breakdown to have your breakthrough. Resistance arises in the mind as hesitation, doubt, excuses, and lack of engagement. Pause and take a moment to remember, reconnect, and fan the flames of your deeper desire for your goals. Identify small actions to take right now that activate your deeper desires into motion.

