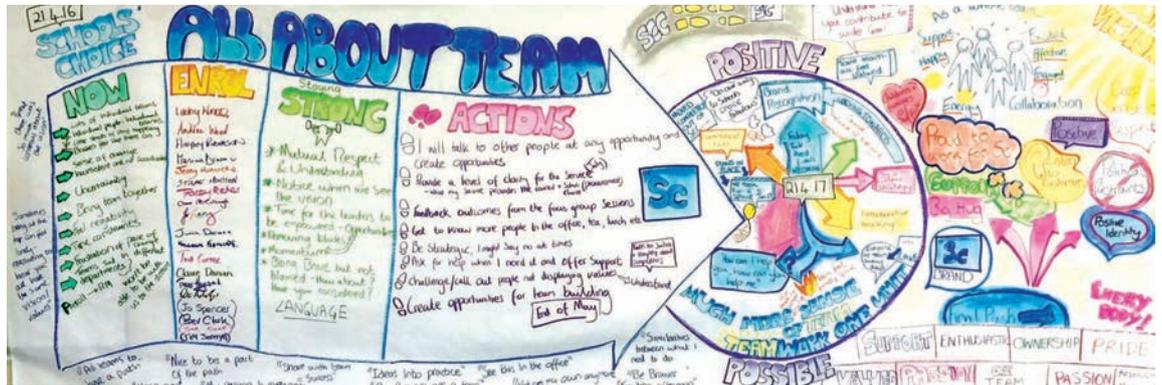


PATH facilitators guide

A guide for facilitators



Welcome and Radical Hospitality

Setting a good tone means getting the welcome right.

Work hard on creating a comfortable horseshoe of chairs, a friendly atmosphere and plenty of drinks and snacks for everyone.

Think what it takes to ensure the person at the heart of this feels as comfortable as possible. What / who will they need to be present?

Make sure you are in the most inclusive, least ‘special’ location. Who hosts is likely to have most ownership of the outcomes. This is a tool for inclusion.

Begin with introductions or by the group milling around and meeting – ask each participant – ‘who are you in relation to the pathfinder?’

Use props to create a non-judgmental, jargon-free atmosphere where we try to let the past stay behind us. For example, we use a judge’s wig to remind people about not judging others; a ball and chain to represent the past (i.e. throwing away what may be viewed as the ball and chain holding us back in the past) and a squeaky chicken as a ‘jargon buster’ to remind us not to use jargon that other people may not understand.

PATH facilitators guide *continued*

Summary of the steps

1 Visualising the Dream

Imagine a future where everything is on track. Ask the focus person or team leader for a team PATH to describe their dreams first. Think about people, places, activity. i.e. who, where and what would you love to see happening. Then involve the rest of the group and build on and add new ideas.

3 NOW

Back in reality. The process facilitator will ask for 'facts and figures of the now' This is a quick paced step. Process facilitator needs to keep an eye on a balance between positive and negative things that are named. The process facilitator should note if there is a tension between the 'dream' and the 'now'. They can also note the 'pull of the dream'. You could ask for 'feelings of the now' and the graphic facilitator notes these below the NOW section of the PATH. If you have also gathered the 'feelings of the positive and possible step you can highlight the different feelings in each of these parts of the PATH.

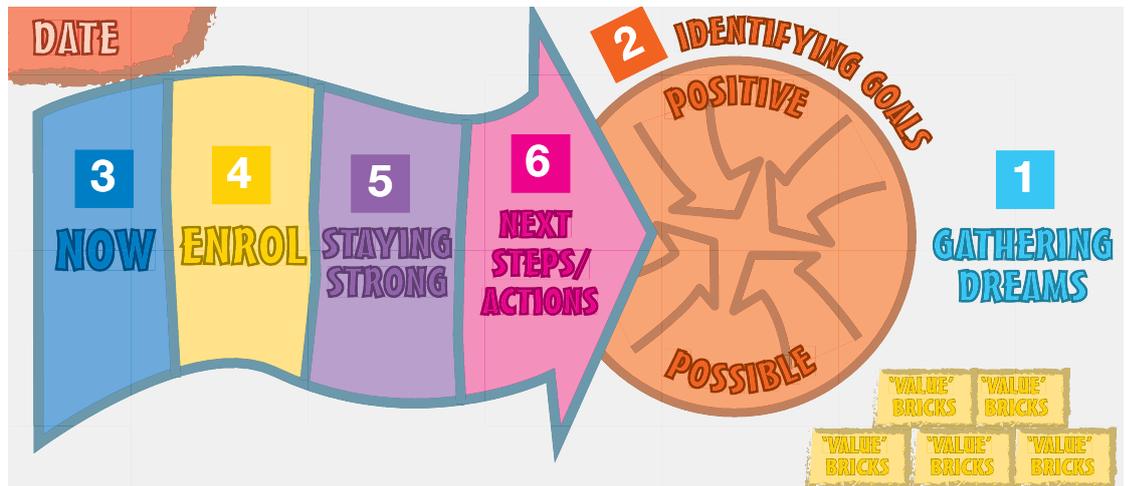
2 Positive and Possible (Identifying Goals)

Imagine that they are back in the room one year from now. You can use a TIME TRAVEL activity to help people imagine this. E.G "Stand up and turn around on the spot (Dr. Who music is good to help people imagine this step. You can ask people to turn one way and then back so they don't get dizzy!) ASK people to share memories about positive things that have happened over this last year:

- Who is with you?
- What can you notice about everyone?
- What can you tell me about ...

Remember to link back to the dream.

Before writing on the graphic the process facilitator checks that what is being reported is possible. If you are working with a large group you can enlist group members to act as 'checkers' to see if things that have happened are both positive and possible before they are written up. These memories can be viewed as goals to be worked on over the next year. The process facilitator can ask how people feel at this point in the PATH. The graphic facilitator writes single feelings words close to this section of the PATH.



4 Enrol

The process facilitator asks people in the room if they sign up to the PATH. Ask the young person first if they want to sign their name (with help as necessary). You can ask people to put their hands up if they want to sign up. Use your judgment how to organise this according to the group you are working with. Ask if there are people not in the room who you think should or who would want to be part of the PATH moving forward. Write their name in brackets and agree who is going to tell them all about the PATH. This aspect (who is going to tell this person and when) can be written up as a next step.

5 Strengths / Staying Strong

Ask the group what will help to keep them strong in order to focus on the PATH ahead. The process facilitator asks the group about skills and capacities they already have and how they can use these in order to keep on track. Think about the relationships that are important to help people stay strong. This is an important step in terms of hearing how existing strengths can support the achievement of the positive and possible goals.

6 ACTIONS

Identify clear next steps. Clarify who does what, where and when. it is useful to identify a 'coach' who will check in to see if the next steps are taking place. Gather agreement on when the PATH will be reviewed. AND a final round of words / reflections on the PATH. You can take a photo of the PATH and share according to the permission that you have sought from the PATH owner and participants.

Building blocks

Core values
Important themes