

Harmony Triad Groups

Suggested Norms

At the first meeting:

- Introduce yourselves.
- State your growth intentions.
- Agree to confidentiality.
- Set a term commitment, example 4 months or 6 months.
- Agree on length of meeting (90 minutes is a good choice for 3 people).
- Agree on a time each month for meetings.
- Decide on your video platform.
- Choose someone to send meeting invites/links.
- Decide how you will communicate (i.e. email or text).
- Commit to start and end on time.

Three possible formats for your meetings.

(The goal being support for each group member's growth and change.)

Format 1: Divine Spirit Meeting Format

- You received a PDF of this format.
- This format is built on the Master Mind format, with roots in the 12-step program.
- This format is tested and works well as our type habits are our addiction.
- Each person reads one number until you get to the "asks." That person will go first for their ask and can ask for several things. They ask for feedback from the group about their ask. When they are finished, the other two people say, "I hear you, and the Divine Spirit hears you."
- Take turns doing each person's ask using the above format.
- Each person writes down everybody's asks.
- Continue taking turns reading the rest of the format.
- Read the last statement together or have one person read it.

Format 2: Go through *The Enneagram Guide to Waking Up* by Beatrice Chestnut & Uranio Paes.

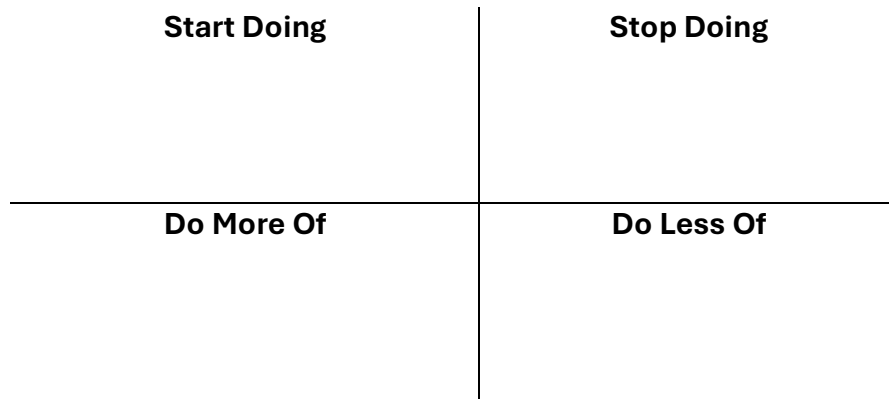
- Take one small section of your type each month for awareness work and small steps for change.
- You may stay on one-section for more than a month.
- Each month you can discuss your commitments.

Format 3: Book Club Format

- Agree to read an Enneagram book or part of a book each month and discuss your learnings.

Support Meeting Norms

1. Each member checks in. (Set a recommended time.) During the check-in, everyone listens. No interruptions, questions, advice, or analysis during or after check-ins. After each person's check in, the other members just say, "Thank-you."
2. Follow the format you have chosen.
3. Each member can ask for feedback, problem solving ideas, or specifically what they want for support during the format part of the meeting.
4. End the meeting with a commitment for action and change from each person. The following diagram can be used for each person's commitment



5. Remember that each person needs to request any support they need.
Members can ask for:
 - Accountability
 - Ideas for small step changes
 - Feedback
 - Problem-solving ideas
 - Just listening
 - New ways to look at something
6. Read these norms aloud and personalize the norms for your own group. Have everyone agree to the norms before you begin.
7. If you made a term commitment at the beginning, re-commit at the end of that term. If someone cannot continue, find a new person of that type, and continue with two people until you have found someone.