



## **TIP OF THE WEEK**

February 12, 2008

When it comes to facilitation, I feel it is more an art than a science. Over the next few months, I will haul out a few tips from my facilitator's tool belt.

The first tip is about fear of silence. I have noticed that some facilitators don't allow their group to ruminate on a question. They feel the need to fill the void of silence by jumping in. Huge pauses, of say twenty seconds or more, are indeed a problem. But five-to-ten second gaps are not. From the facilitator's viewpoint, ten seconds may feel like a lifetime, but just be patient. Those gaps really pay off because they give the participants time to formulate a cogent thought.

It takes a little practice to live with the silence but give it a try. I think both you and the participants will be happier with the results.

Good luck. Work **ON** your business. Stay in touch.

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