

Behaviour- Challenges

Difficult behaviours as challenge for
the facilitation

DINA-4 (4 each page)

Interrupt

You don't follow the
rounds and interrupts the
other from time to time

Play Co-Facilitator

You see yourself and act as a
co-facilitator and offer
various support to the actual
facilitator several times
without being asked.

Bad mood

You are in a bad mood and
express this several times.
You still participate in the
rounds.

Sleep over

You don't feel comfortable with the proposal and want to sleep over it before you decide. Therefore, you express a serious objection and announce that you will send an email to all other circle members tomorrow or the day after to share whether the proposal is acceptable for you

“The concerned one”

You express paramount objections, because you are sure that everything will go wrong. You are simply really concerned.

„The caring one“

You pick another person and support him/her by expressing an objection on his/her behalf as the decision might affect this person in a negative way

Me, me, me

You hardly refer to the opinions of others and keep re-stating your opinion, which you consider the best option.

Wrong Phase

You express your opinion in the clarifying questions round but insist that it is indeed a clarifying question.

Too detailed

You want to know and discuss a lot of detailed information and keep asking clarifying questions or share detailed information with others without being asked.

Without reason

You express paramount objections several times but have a hard time expressing the reasons behind your objections.

Too early objections

You already share during the proposal development (opinion) rounds that you have an objection. You repeatedly interrupt the rounds to express your objection.

Changing topic

You change the topic. During the rounds, you share irrelevant aspects and questions, or you mention aspects, which are beyond the topic.

No opinion

You have no opinion. You pass when it is your turn to speak in the opinion rounds or just repeat what the previous person has shared. In the consent round, you abstain.

Against the method

You are against the sociocratic way of doing things. You would rather speak normally and discuss things and not follow this strict structure.

Only criticising

You criticize suggestions and contributions of others and don't contribute own ideas

Impatient

You are impatient with the rounds taking so long; you know what the solution should be and you want this decision to be taken now.

Unwanted improvements

“Good enough” is not good enough for you, you want to improve a decision.

Want out

You don't really want to stay in the shared flat and mention regularly that you might move out.

Always questioning

You question previously agreed decisions; maybe you express your objections only later in the meeting

„Yes, fine“

You give consent, but your body language expresses that you don't care or you may be even opposed to the decision.

Same again, again

You speak a lot and repeatedly provide the same inputs without adding anything new.

I don't like you

There is one person, you don't like at all. You keep criticising him/her and you find his/her behaviour very annoying!

Paramount, or not

You keep expressing objections cannot say if they are paramount objections or not. You're indecisive.