

Ask for Sabotage Ideas

Facilitator Moves

PROCESS

- State the agreement that the group has made.
- Say, “I know that none of you would ever deliberately sabotage this agreement, but if you were to do so, under what conditions might you make that choice?”

ALTERNATIVE

- Ask pairs or small groups to talk about this question.

TIPS

- Elicits hidden reservations or unconsciously held conditions under which members would not keep an agreement
- Provides an opportunity to clarify misunderstandings, develop ideas to overcome perceived obstacles, or reshape the decision