

# Gracious Space

## Cultivating a Supportive Culture In Your Library



## Impromptu Networking

1. I signed up for this class because ...



## Impromptu Networking

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2. One thing I hope to contribute to class is ...



## Impromptu Networking

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2. One thing I hope to get out of class is ...



## Our Hopes For You

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- Be able to explain the 4 elements of Gracious Space
- Have a plan on how to use the elements at work
- Have fun!



## Think of a time ...

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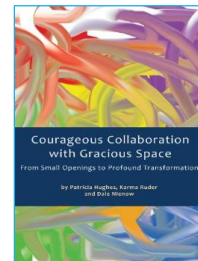
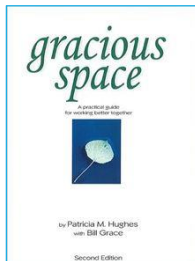
- You experienced something like 'gracious space'
- Who was there, what was happening, what made it unique?
- Tell the short story to one other person
- Switch



## Gracious Space is ...

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A spirit and a setting,  
where we invite the 'stranger'  
and learn in public



## Agenda for the Day

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## Gracious Space is ...

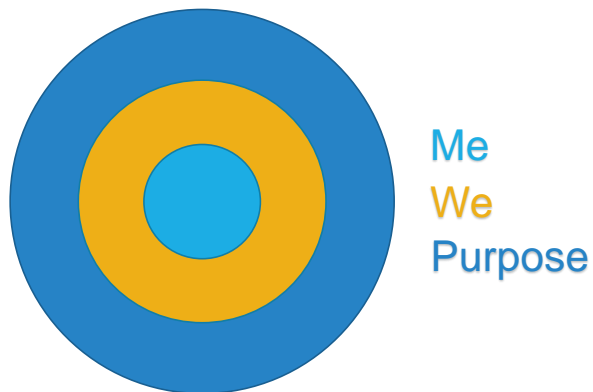
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a spirit



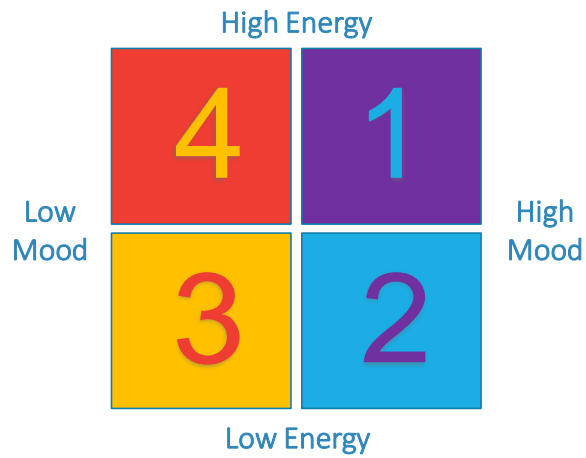
## Spirit: Three Aspects

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## Me: Clearing

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## Me: Name Tag

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## We: Norms

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## Purpose

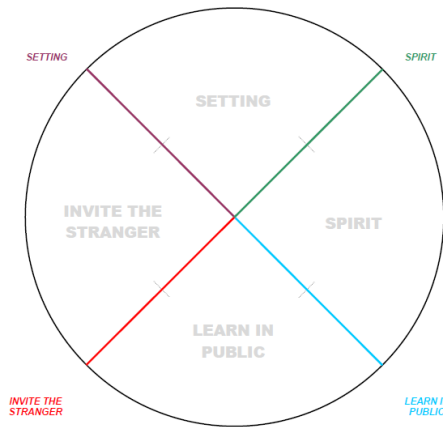
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*Creating opportunities through meaningful connections*



# Competency Worksheet

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# Break

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10 MINUTES





## Gracious Space is ...

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a setting

## Setting

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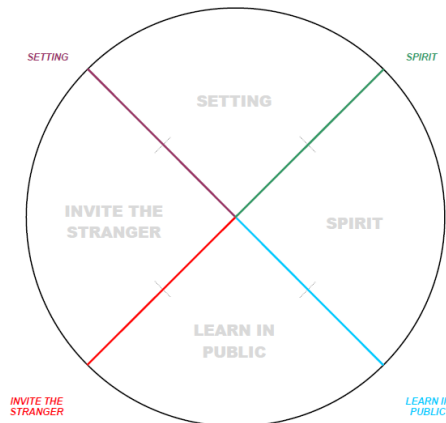
## A Supportive Setting Is ...

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## Competency Worksheet

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## Gracious Space is ...

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invite the stranger

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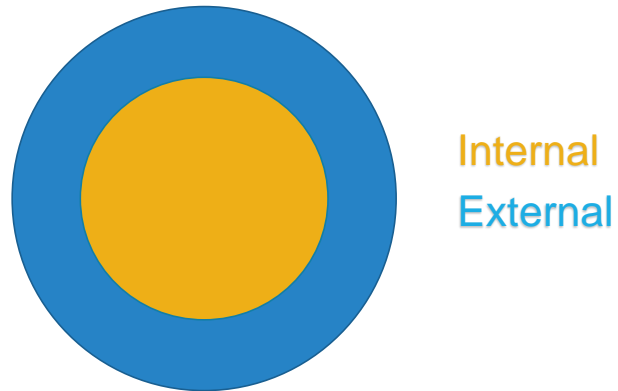
## “Stranger” Means to Me...

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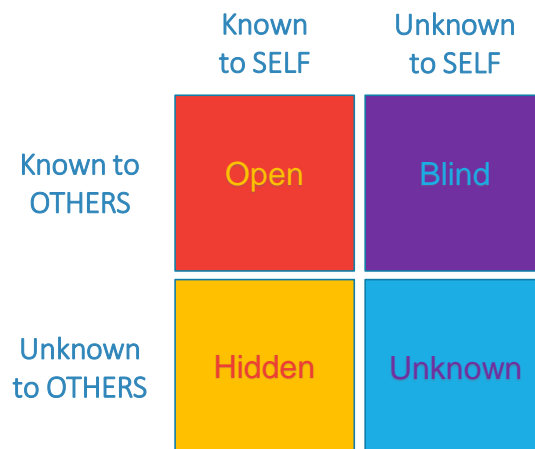
## Stranger: Two Aspects

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## Johari Window

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## Active Invitation

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I am a "Stranger" to ...

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## Preparing to Invite the Stranger

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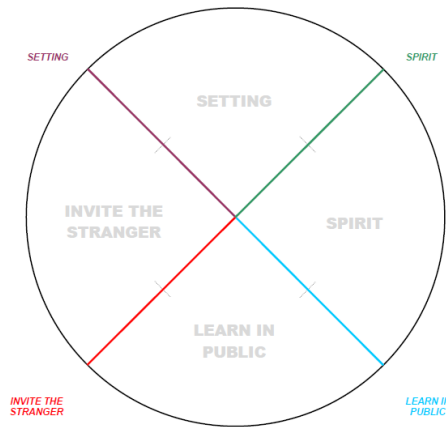
## The Empty Chair

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# Competency Worksheet

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## Break

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10 MINUTES

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## Sound Ball

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## Gracious Space is ...

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learn in public



## What Do You Do?

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## 2 Minutes Uninterrupted

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## Risk Taking & Mistakes

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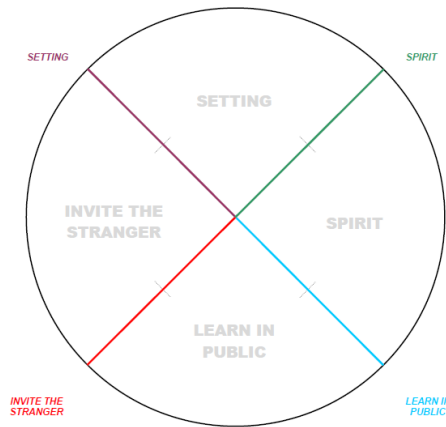
## Story Time

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# Competency Worksheet

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# Carousel Brainstorm

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## Letter to Myself

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## More on Gracious Space

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- Center for Ethical Leadership (Website)  
[www.ethicalleadership.org](http://www.ethicalleadership.org)
- Creating Gracious Space (TED Talk)  
<https://www.youtube.com/watch?v=ImQWiiLAUnA>
- Gracious Space: Working Better Together (Book)  
<https://kcls.bibliocommons.com/item/show/1838780082>
- Courageous Collaboration with Gracious Space (Book)  
<https://kcls.bibliocommons.com/item/show/1838782082>

# Evaluations

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## Workshop Agreements

1. Listen actively; listen to understand.
2. Speak for yourself; share your experience.
3. Share air-space; WAIT and WAIT.
4. Name a dynamic: use “ouch” and “oops”.
5. My normal may not be your normal.
6. Intent vs. impact.
7. Stay engaged; stay in relationship.
8. Be open to feedback; ask clarifying questions.
9. Expect and accept non-closure.
10. Be aware of your feelings and thoughts; stay present to your experience.

Adapted from “Community Agreements” by Fleur Larsen Facilitation (<http://www.fleurlarsenfacilitation.com/>).



## *Self-Assessment*

**Gracious Space:** *A spirit and setting where we invite the stranger and learn in public.*

Instructions: Below are some values and behaviors that can demonstrate Gracious Space.

1. Check all those you do well.
2. Then **circle** the top THREE that define you the most.
3. Star 2-3 which you would like to improve.

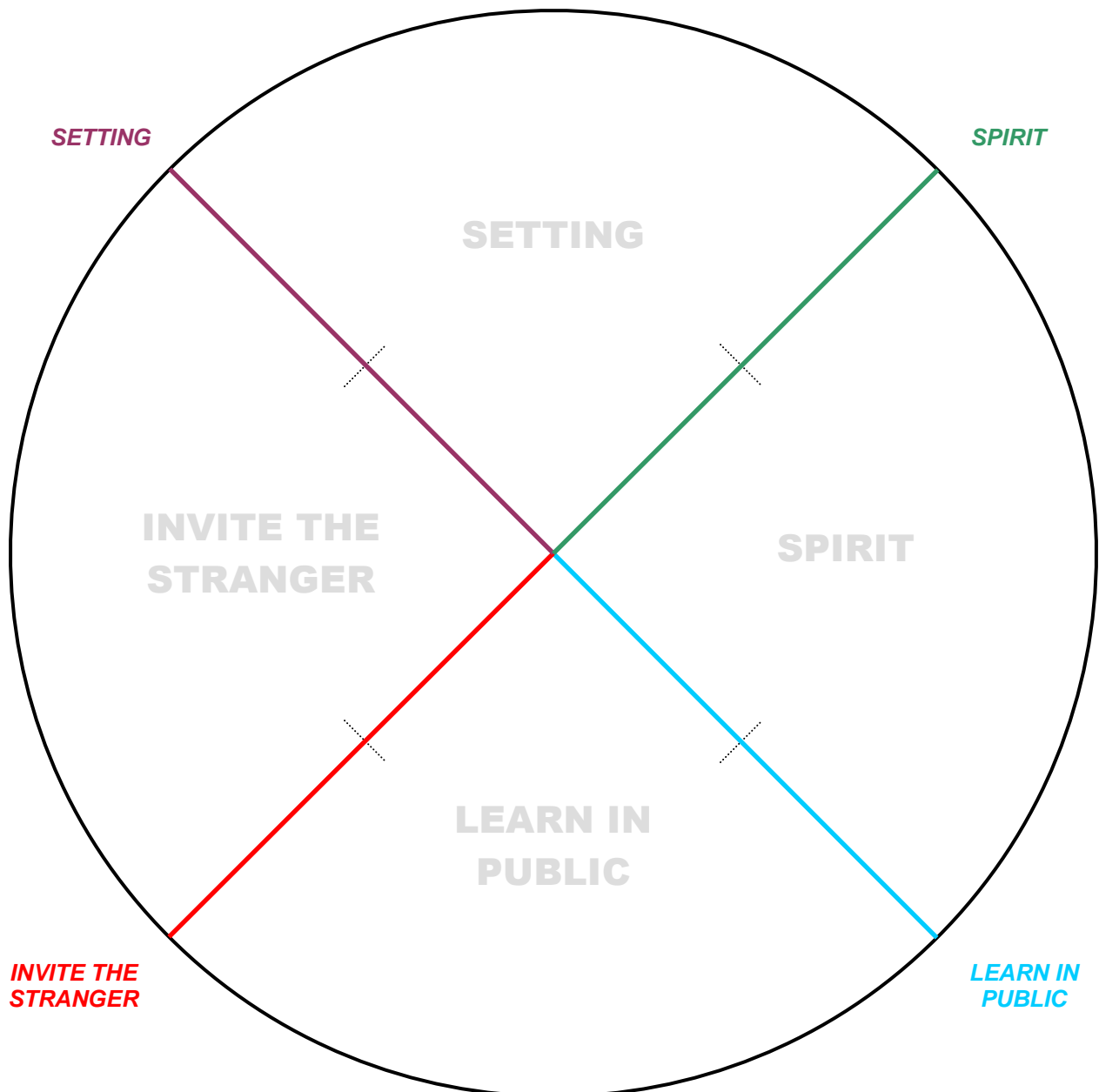
- Being open to feedback
- Being compassionate
- Being present
- Being aware of my impact on others
- Being intentional
- Being reliable
- Trusting others
- Being trustworthy
- Being comfortable with questions
- Comfortable not knowing
- Being collaborative
- Willing to slow down
- Willing to be influenced
- Affirming others
- Reflecting on assumptions
- Actively seek others' opinions
- Assuming others' best intentions
- Ask open ended questions
- Interject humor/fun
- Discerning patterns emerging from a group
- Establishing norms
- Learning and sharing rather than telling
- Listening deeply
- Extending respect to everyone
- Able to detach from outcomes
- Curious about difference
- Seeing everyone as gifted and capable
- Welcoming others not in my comfort zone
- Empowering others
- Innovating new approaches
- Bridging boundaries
- Open to differing and conflicting views
- Capable of stopping, assessing and redirecting
- Sharing power
- Holding off on judgment
- Steering conflict toward positive, creative results



## Assessing Competency

Each quadrant in the circle below represents one of the four elements of Gracious Space: spirit; setting; invite the stranger; and learn in public. Each element has three levels: novice, competent, and master.

1. Assess your capacity for each element, and place a mark at your current capacity.  
Novice: center of the circle      Competent: at the hash mark      Mastery: on the circle
2. In each quadrant, note ways you bring this element to action.
3. Connect the dots to get a visual representation of your current competency.





# JoHari Window

	<b>Known to self</b>	<b>Not known to self</b>
<b>Known to others</b>	OPEN	BLIND
<b>Not known to others</b>	HIDDEN	UNKNOWN

*The Johari Window, named after the first names of its inventors, Joseph Luft and Harry Ingham, is one of the most useful models describing the creation of trust in human interaction.*

*A four paned “window,” as illustrated above, divides personal awareness into four types: open, hidden, blind, and unknown. The lines dividing the four panes are like window shades, which can move as an interaction progresses.*

*We build trust by opening the hidden shade to others, and allowing them to open the blind and unknown windows into ourselves.*

- Luft, Joseph, 1969. Of Human Interaction



*Gracious*  
S.P.A.C.E

## Inviting the Stranger into Your Project

Think of a project you are working on at work or in the community.

**1) Do I need the help of other people to make decisions regarding this project?**

Yes \_\_\_ No \_\_\_

**2) Does the work require a change in attitude, beliefs, assumptions or behavior?**

Yes \_\_\_ No \_\_\_

➤ **If the answer to either question is YES, then answer the following questions. If the answers are NO, then choose another project for this exercise.**

**3) Who is currently involved in the project?**

**4) Are these like-minded people or do they have differences? What are they?**

**5) Whose voice is not represented? Who are the "critical friends" (those critical *to* the project, those critical *of* the project)?**

**6) Identify one or more individuals who would add a valuable perspective to this group.**

**7) How do you feel about including these different perspectives you just identified? What is your tolerance for difference? Do you truly believe in the gifts this person(s) could bring? What resistance do you have, if any? How can you turn your resistance into openness and curiosity?**

**8) What do you need to do differently (ahead of time or at the meeting) to ensure this person(s) is heard, and can contribute their gifts and perspectives?**

**9) Reflect on how others might feel when this person(s), 'the stranger,' shows up. How can you help them see the value of this perspective?**