



# A Gracious Space Model for Advancing a Change Process

Throughout the change process, change agents and group members can infuse the elements of Gracious Space where most needed – bringing the spirit, addressing the setting, inviting the stranger and learning in public – according to where you are in the process and what will most help the group open up and move forward. This is not a linear process – work spirals as people build on what they have learned and repeat the stages.

Stages	Build Trust	Co-create shared plans and purpose	Act Together	Sustain the work
<b>Definition</b>	<p>The group gets to know each other deeply, focusing on culture, history, strengths, and challenges.</p> <p>Individuals share their values, gifts, resources, and capacities – and their passions.</p> <p>The group agrees how to work together while honoring differences.</p>	<p>Together people understand the context and the data that informs what is needed in that context.</p> <p>The group develops a shared purpose that can hold individual passions and gifts.</p> <p>They create a roadmap/plan to advance the change work.</p>	<p>The group builds allies who can act in concert with the shared purpose.</p> <p>The group holds each other accountable for the commitments they have made to stay engaged and to continue learning.</p> <p>They implement the plan – adapting as needed.</p>	<p>The changes become a way of life that grows over time.</p> <p>The group creates the means/structure to keep people engaged and to welcome new partners.</p> <p>They adapt the work as they learn more about what works and what is needed.</p>
<b>Types of Questions</b>	<p>Who cares? Why?</p> <p>What is your story?</p> <p>What matters to you?</p> <p>What helps you be your best?</p> <p>What agreements do we need about how to work?</p>	<p>What is possible?</p> <p>What would success look like?</p> <p>Where is it open?</p> <p>Who has resources?</p> <p>What comes next?</p>	<p>What is working? How can we amplify it?</p> <p>Who else cares?</p> <p>What do you need? What do you need to let go of?</p> <p>Where is it open?</p> <p>What do we do next?</p>	<p>How can we make this a way of life?</p> <p>What do we need to stay connected?</p> <p>How can this integrate with what else is happening?</p> <p>How can we build on our successes?</p>
<b>Role of Gracious Space</b>	Open safety, open relationships	Open relationships, open creativity	Open to risk, open creativity	Back to the beginning for a new deeper round