

# facilitating group sessions.

The EFFECT formula is a simple tool you can use to consider when you're thinking about facilitating group learning for adult learners or emerging adult learners (university-aged students fit within one of these two categories).



This is a simple method that brings our attention to key components of group learning.



**Environment:** What sort of settings do we need to work with the group to facilitate so that people can engage with each other and the subject that is our focus?

**Focus:** What is the purpose of the session? What is the subject of our learning and action? Does it relate to what people have expressed as needs, or that we have identified as needs?

**Feelings:** What sense do people have of what they want and need? What emotions are the session likely to evoke or is evoking?

**Experiences:** Does the session have the mix of experiences/activities to facilitate and stimulate exploration and learning, address the focus of the session, and meet the needs of participants? Are we facilitating the right sort of openings in the session for people to work together to explore and express these?

**Changes:** In what ways would we like people to change, do participants want to change (and if so how). Are people changing – if at all – by participating in the session?

**Timings:** Have we allocated the right amount of time for the different learning experiences and activities?