

A circle is a group process based on certain protocols. They are:

- beginning and ending on time
- starting with a simple procedure to allow everyone to relax
- sit in a closed circle
- explore or read some core material
- each of us reflects on what the material means to them and the contexts they exist within each of us shares a thought, experience or insight about the material with the limits of equitable time. No judgement, opposition or comment is made about each person's thoughts. There is a moment of silence between each person's sharing
- the process can be repeated until if required
- at the end each person reflects in silence on the process and what was heard and experienced
- the whole process should take no more than forty-five to sixty minutes (but can be shorter depending on the number of people) and should be followed with an opportunity for everyone to make notes on their reflections
- the circle will be followed by collaborative conversation based on the circle process.