

PROCESS WORK

Process Work or Process Oriented Psychology (POP) is a method that provides a model that integrates and uses contributions from various disciplines to facilitate the transformation and growth of individual and collective groups. This methodology is applied in different areas: community and organizational development, diversity and leadership training, individual psychotherapy and family relations, counselling and group facilitation. Process Work focuses mainly on developing a state of consciousness by helping individuals and groups to realize how they perceive and live their experiences, learn to change their approach and find the information which is not noticed or marginalizing and hence limits a person's ability to respond. Much of the information we need to transform ourselves and to grow challenges our ordinary consciousness. Without realizing it, which we marginalize certain aspects of our daily experience: emotions, desires, dreams, intuitions, fantasies, moods, etc., because they come into conflict with our basic belief system or with the dominant culture to which we belong. So we do not give ourselves permission to hear or talk about experiences that are out of range of our ordinary consciousness and to receive signals and information from a non-ordinary reality. Process Work teaches us to connect with our deeper self and learn to be creative and flow amid extreme circumstances. Process Work uses several tools such as Open Forums, Group Facilitation and Forum Oriented Processes.

A tool used within Process Work is Group Facilitation. This is a set of technical tools and methodologies to create conditions for a successful development of processes that live within groups. Group Facilitation can contribute to:

- Improve the quality of group processes.
- Save time in terms of efficiency and effectiveness of processes.
- Transform conflict into spaces for reflection and action.
- Reconsider the forms of organization in order to achieve group equality and ensure the fairness and balance of power.
- Encourage the participation and commitment of all people involved taking into account group diversity.

This tool is aimed at different groups, organizations and public and private organizations, of all sizes to tackle human conflicts, to find new ways to understand social beings and make more sustainable communities based on principles of coexistence in diversity.

RECOMMEND READING

- Boal, A. (1992) *Games For Actors and Non-Actors*. Routledge: London.
- Boal, A. (1995) *The Rainbow of Desire: The Boal Method of Theatre and Therapy*. Routledge: London.
- Mindell, A. (1992) *The Dreambody in Relationships*. Penguin Books Ltd: New York.