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2025 IAPOP Gathering about Worldwork Summary

Artwork: Arnold Mindell



In honour of Arnold Mindell

with deep gratitude and love
for all the gifts he brought to our world and lives

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*Summary by Claude AI or Chat GPT (and edited by us) from all the sections of the Report:
Introduction & Structure of Meeting; Preparation Process & Teamwork; Issues Processed;
Methodological Issues; People's Experience of the Gathering; Presentations; Appendixes*

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1. Introduction & Structure of Meeting

Overview

This section outlines the origin, purpose, and structure of the 2025 IAPOP Gathering about Worldwork, including how it was organised, who participated, and how the meeting was structured across five days.

Inception of the Gathering

The idea arose from an April 2023 IAPOP meeting to explore tensions within Worldwork. An Organising Team formed in June 2023 to coordinate the event.

Organising Team's Responsibilities

Tasks included collecting international feedback, ensuring inclusivity, compiling summaries, creating a hybrid meeting format, preparing a detailed program outline, and facilitating Days 1 and 5. The team also managed logistics and compiled the final report.

The Gathering: Participation and Format

A total of 82 participants from 21 countries (52 in person, 30 online) attended. Graduates came from 11 training centres. Due to budget limits, the event used a three-group model (two online, one in person) with daily plenary Zoom meetings connecting all participants.

Structure of the Meeting

The event combined Worldwork, Participatory Action Research, Open Space Technology, World Café, and Go Deep Game. Each day had a distinct focus: connection, action research, and integration. In-person groups engaged in morning and afternoon sessions, while online groups met daily for two hours and joined the plenary meetings.

Roles During the Gathering

Participants rotated between three roles: Facilitators (led sessions), Coordinators (led debriefs and harvests), and Observers (observed facilitation processes).

In essence the Gathering was conceived as a collaborative, reflective, emergent and experimental process that fostered global participation deep connection, self-awareness, dialogue and learning. It aimed to innovate Worldwork methodology through shared facilitation, participatory research, and collective reflection.

Summary by Chat GPT from Report section: Introduction & Structure of Meeting

2. Preparation Process & Teamwork

This section reflects on how the Organising Team prepared the 2025 IAPOP Gathering about Worldwork. Here's a summary of their journey.

Key Challenges & Shifts

- The team initially struggled with feeling overwhelmed by **organising an unprecedented community gathering**. They realised they shouldn't carry the entire burden alone. They instead saw their role as “river banks”—providing structure and direction but recognising that the energy of the process came from the whole community. This led them to invite members to hold local meetings worldwide to gather reflections and feedback about Worldwork.
- After gathering the feedback from the local meetings the team **held the collective tension** of diverse community feedback acknowledging their role was to create a community container for them rather than process these themselves.
- Later on, they **made difficult decisions** around inclusion vs exclusion in regards to participation by exploring the ramifications on the budget, and processing the different positions.
- The team **faced low initial engagement** from the wider community, which was emotionally difficult. They processed this and understood the “no response” to their email communications as part of the broader community field helping them not take it personally.
- When facing uncertainty about attendance, **the team spontaneously committed to meeting in Athens regardless of attendance**— a turning point that restored energy and commitment.

Process Highlights

- **Community Input:** Responding to their call, local meetings were held across 12 countries (14 groups total) plus 8 individual conversations with members of the Organising Team, gathering feedback on Worldwork events and methodology, and community hot spots.
- **Vision Development:** Created a shared vision weaving their individual visions for the Gathering, which became their guiding principle.
- **Paradigm:** Their Processwork paradigm—seeing awareness and reactions as roles within a shared field—helped them process emotions, conflicts, and group dynamics constructively.
- **Adaptive Planning:** Started expecting 120 participants based on the Show of Interest form completed by community members, but pivoted when only 20 initially

registered. Ultimately, 52 participants attended in person, and two online groups of 30 participants total joined virtually via a low-tech hybrid model.

- **Budget Adjustments:** Canceled expensive live streaming, changed to a smaller meeting room in the venue, and found low-tech solutions for hybrid part of the meeting.

Teamwork Practises

1. **Field Awareness** – Recognising personal reactions as expressions of the community field dynamics
2. **Relationships** – Prioritising personal connection, humour, and relationship-building, which over time built deep trust, by opening space for personal sharing and processing tensions as they arose rather than avoiding them.
3. **Facilitation** – Supporting each other during conflicts to deepen learning with facilitation of conflicts by team members outside the immediate tension.
4. **Language & cultural differences** – Noticing and addressing differences with care and patience.
5. **Working method** – Developing a working method suited to all and adjusting as needed. Creating and maintaining structure with agendas, minutes, recordings, deadlines, clarity on tasks, and task distribution based on skills and interest rather than equal division. Trusting those present to make decisions for the group.
6. **Flexibility** Balancing commitment with flexibility, acknowledging life's unpredictability.
7. **Communication** – Using clear channels (Viber, Google Drive) and respecting variable availability.
8. **Boundaries** – Setting limits on inclusivity when necessary for effectiveness.

Key Insight

In essence, the document captures a journey of collaborative learning, where facilitation, reflection, and relationship work were as central to the preparation as the event itself. The team modelled the Processwork principles they aimed to bring to the community, using them to guide their navigation of organisational and interpersonal challenges.

Summary by Claude AI from Report section: Preparation Process & Teamwork

3. Issues Processed

This section summarises the key topics and group learnings from several days of facilitated in-person and online group processes during the 2025 IAPOP Gathering about Worldwork

IN-PERSON GROUP

Competition among us facilitators

(Day 2) **Focus:** The group examined power dynamics related to rank, seniority, and trust within their community.

Learnings:

- Raising awareness of all types of rank and its unconscious effects helps when there is misuse.
- Naming and working on complex rank dynamics improved the atmosphere in the group.
- Some with higher contextual rank dominate by coming in too much due to internalised insecurity; some with lower contextual rank need to work on internalised oppression stopping them coming forward.
- Inviting quieter participants in was powerful.
- One way to use contextual rank helpfully is to pause before coming in, creating space for others to represent experiences.
- Jumping in quickly is valued in mainstream process work culture, which marginalises those who can't match this style. Awareness of this is crucial.
- Impactful moment: The facilitator noticing a disengaged person and inviting them in had a transformative effect, helping someone move from a frozen state of feeling they had nothing important to say.

Social activism orientation vs. Process orientation in facilitation

(Day 3) **Focus:** Tension between activism and process-oriented facilitation and the hurt this polarisation creates in our community on all sides.

Learnings:

- The way the issue was phrased was itself recognised as a hot spot, representing one viewpoint. The framing of activism as “non-compatible” with process work is itself polarising and hurtful.
- The group explored both perspectives.

- Exploration opened into deeper issues of race, racism, and white supremacy within the community and various schools.
- Online Group B's synthesis: "Process-oriented facilitation and social activism are not a polarity, but two expressions of the Spirit discovering itself."

Colonialism, racism, classism, ableism, and other forms of discrimination

(Day 4) **Focus:** Discrimination and inclusion.

Process: The process began with a relationship interaction on sexism, then moved into a forum-like process where many shared experiences of discrimination based on various identities. The group practiced slowing down and deep listening.

Learnings:

The diverse facilitation team prepared by working on their own teamwork and rank dynamics. Effective practices included:

- Ceremony around land and ancestors
- Personal introductions revealing personal histories.
- Acknowledging class and colonialism in the current venue setting
- Modelling non-defensiveness
- Good teamwork, valuing different kinds of seniority
- Good use of different types of rank
- Facilitator moving physically close to those who were silent
- Slowing down and deeply listening to each story

ONLINE GROUP A

World topics appearing between us

(Day 2) **Focus:** Global issues surfacing among participants

(Summarised in document Methodological Issues)

How is WW/PW/we part of the problem?

(Day 3) **Focus:** Reflection on being part of world problems and urgency for change

(Summarised in document Methodological Issues)

No summary for day 4

Closing Text

The answer is blowing in the wind

A vision: a fluid, constantly (ex-)changing net of WW/PW around the world

Key Insights:

- Embrace change and complexity.
- Safety differs for each person.
- Facilitation requires sitting in uncertainty (“edge walking”).
- No single solution—only ongoing adaptation.
- “Fluid facilitation” and connection are essential.

ONLINE GROUP B

Trauma-Informed Worldwork

(Day 2) (Summarised in document Methodological Issues)

Creating Safety During Group Processes

(Day 3) (Summarised in document Methodological Issues)

Processing hot-spots in the moment

(Day 4) Process: Balancing emotional intensity and collective needs, focusing on care and shared responsibility.

Closing poem: Emphases unity and collective presence

OVERAL THEMES

- **Rank awareness:** Recognising privilege, seniority, and contextual power in facilitation.
- **Inclusion and safety:** Making space for marginalised voices and trauma-informed approaches. Need for improvement in supporting mainstream voices.
- **Bridging polarities:** Seeing activist and process orientations as complementary.
- **Collective reflection:** Deep listening, shared vulnerability, and adaptation as pathways to growth.
- **Spirit and connection:** Facilitation as a collective, evolving practice rooted in presence and relationship.

OVERALL REFLECTIONS

This gathering reflects a community honestly grappling with its own power dynamics, biases, and the challenge of practicing what they teach in their own interactions. The work demonstrates:

- **Commitment to self-examination:** Willingness to name and work with difficult dynamics within the facilitator community
- **Integration of social justice:** Moving beyond seeing activism and process work as opposites
- **Evolution of methodology:** Exploring trauma-informed approaches and fluid facilitation styles
- **Collective wisdom:** Recognising that adaptation rather than fixed solutions serves complex challenges
- **Honouring complexity:** Creating space for difficult conversations while maintaining care and connection

Summary by Claude AI from Report section: Issues Processed

4. Methodological Issues

The section provides a comprehensive synthesis of the major insights, challenges, and innovations emerging from the 2025 IAPOP Gathering about Worldwork, reflecting a community deeply engaged in examining its facilitation methods, power dynamics, and collective evolution.

IN PERSON GROUP

Methodology & Facilitation Issues

Key Topics Explored:

Rank Theory in Facilitation

- Issue: Complexities when facilitating between marginalised (MG) and mainstream (MS) roles
- Role-play scenario: MG accuses MS of rank misuse; MS counter-accuses MG of misusing psychological/spiritual rank
- Finding: Facilitator self-awareness and meta-communication about high rank shifted entire field. MG role wanted facilitator's support to challenge MS role (not for facilitator to challenge MS role directly)

Participant Facilitator Role

- Active witnessing role that holds space/container while others work
- "Hot pot" for transformative experience
- Very active despite looking passive
- Requires emotional self-regulation
- **Important:** Needs recognition and appreciation at end of group process

Bringing in Ghost Roles

- Find the 1% of yourself that embodies the role
- Facilitator asks for someone to speak personally about harm they've caused from that position
- Be sensitive to the people in the group impacted by this when representing it

Encouraging Marginalised Voices

- Facilitator physically moves to margins and checks in
- Invites quieter voices, frames who's speaking too much
- Encourages non-verbal communication

Role vs. Personal

- Confusion between role and personal speech; difficult to separate
- "Evil" roles create fear
- When I take a role, a little part is "me"—so it is personal
- Incomplete processes cause harm
- Roles and interactions need deepening

Hot Spots → Hot Stops

Reframe as temporary stops for deepening. Experimental approaches:

1. Sense-making: Facilitator guesses into experience, checks for feedback
2. Channel switching: Guide to movement, sound, etc. until finding essence
3. Perpetrator protocol: Perpetrator sits by facilitator; victim can withdraw; group discusses healing
4. Small group role work: Triads take on roles, empathise, share findings
5. Split group: Some focus on hot spot, others form parallel process
6. Somatic resourcing: Breathing, tapping to return to window of tolerance
7. Inner parts work: Guided work to unblend from child self, access elder self

Movement in Group Process

- Two functions: releasing tension; embodied awareness
- Movement channel gets faster in contact with dreamland/essence but needs interpretation
- Can we use movement as language, equal to words?
- Explore Social Presencing Theatre exercises (e.g., "The Stuck Exercise")

Trauma-Informed Work

- Naming trauma can be activating—frame this upfront
- Buddy groups for check-ins
- Education on recognising triggered states and self-regulation
- Window of Tolerance: Within = can think and feel; Outside = HYPO or HYPER
- Self-regulation: dance, move, sound, contact, grounding, breathe out twice as long as inhale

Minimising Harm for both Marginalised & Mainstream Roles

Key suggestions:

- Remember person beyond role—don't hold too long
- Set clear expectations about what to expect at WW (may trigger trauma, feelings may be marginalised, etc.)
- Frame and meta-communicate about anger
- Express anger through movement instead of words

- Acknowledge pain of minority people teaching mainstream
- Step beside painful role and hand over to someone else
- Do Essence work with majority role wanting more space

Note: Harm became ghost role—what we're doing involves some pain. How to avoid re-traumatisation is ongoing research question.

Using Worldwork in Other Contexts (Organisations)

- Translate vocabulary to common language
- Use metaskills: curiosity, open mind/heart
- Apply rank/conflict work, drama triangle
- Topics: vision, process mind, earth spot, allies, hundred-year-old self, compassionate witness

Facilitator Recommendations

What helped:

- Ceremony around land/ancestors
- Personal introductions
- Acknowledging class, colonialism
- Modelling non-defensiveness
- Good teamwork, valuing different kinds of seniority

Suggestions:

- Hold interactions at edges so personal responses possible
- "Everybody listen" instead of "speak louder"
- More small groups
- Frame and stay with hot spots longer
- Move physically to margins
- Slow down while catching the call (inner work, personal reflection, small group sharing, observers)

Support for BIPOC Students & Diversity

Problem: Lack of diversity (especially BIPOC/PGM); gap between PW high dream and reality; BIPOC students quit or don't stay connected; struggle acknowledging own racism.

Structural Solutions:

- Diversify bibliographies beyond white male authors
- Fund scholarships for marginalised groups
- Address racism and rank blindspots consistently
- Key research: 15% BIPOC in leadership = systemic anti-racism begins; 30% = significant systemic change
- Requires teamwork to address diversity and rank dynamics

Learning from Gathering

- Personal/role differentiation needed
- Self-righteousness creates shame/humiliation, can traumatise
- When someone called out with force/self-righteousness, they get traumatised (serious health consequences). Creates lack of safety for everyone. Relationship work between these people is critical
- Work conflicts in dyads after group process
- Need compassion; process personal/collective hurts
- Even experienced PWers need to work on own stuff
- We are all micro-aggressors

Suggestions & Ideas for Innovations

- Pre-training for staff/participants
- Trauma-informed exercises and theory
- Train facilitators in slowing down
- Abilities/neurodiversity training
- Use essence level work
- Bring in other methodologies (Playback, SPT, body resourcing techniques)
- Ceremony/rituals
- Relationship conflict work before group process
- Subgroup work (white people on whiteness, men on masculinity, etc.)
- Slow down at cool spots too
- Local preparation events for students
- Ask more questions than making assumptions
- Trust designated facilitators

Worldwork - Present & Future

Next Steps for WW Events:

- Staff do WW among themselves before public event
- Set date now; call for hosting community
- Redesign hybrid model
- Debrief meetings after events
- Create IAPOP WW subgroup
- Consider smaller WW (50-100 people)

- Online facilitator training (ghost roles, micro-aggressions, nervous system regulation)
- Pre-learning for participants online
- Several smaller local WWs connecting occasionally online
- Climate change as umbrella theme
- Local WWs 1-2x/year; big WW every 6-7 years
- Build in rest/decompression time
- WW for teenagers
- Ongoing Action Research

General Recommendations:

- More structure/framing
- **Slow down** (pause after interactions, heart team at hot spots)
- Connect with resources (essence level, buddy groups)
- Name trauma activation possibility
- Safer anger expression through movement
- "Orbiting" facilitator team checking on people outside
- Aftercare/pre-care designated resources
- More trauma training for everyone

Create WW Subgroup:

- Bridge to next organising team
- Keep flame alive
- Deepen feedback
- Make call for next team with IAPOP WW Committee and Board

From Essence Level - What We Need:

- More calling in (curious) rather than calling out
- Ceremony/"pub" atmosphere
- Time for personal/storytelling of facilitators
- Clear harms
- We are logs for collective fire (not just burning personal wood)
- Embrace new time, honour old
- Training before WW (trauma storytelling, basic PW/WW online)
- Slow down—knowing when to catch call
- "We are in era of thousands of Arnys"

What is Worldwork?

Various perspectives:

- Active prayer, connection with world/humanity

- High dream of co-existence
- Collective emergence, the great unknown
- Meeting each other in differences
- Skills/metaskills development, training
- Social education through lived experience
- Place of waking up to pain
- Working on conflict & historical trauma
- Methodology aiming for social justice
- Personal change enabling world change
- School of life that fascinates and scares
- Just the fact gathering happens is important sign to world

Challenges acknowledged:

- Assumption we have "right" idea (arrogance)
- Deep harm and re-traumatisation reported
- Need long-term view—change is slow

ONLINE GROUP A

Learnings

- Humans complex, not on one level; complexity piles up
- Sometimes lack of love despite appreciation
- Trapped in unlimited growth narrative → burnout
- **Perpetrator/offender energy not embraced**—need to integrate it
- Being consciously in unknown together is deeply connecting

Suggestions

- Focus on "**The other is me**" as base
- Use old ways of connection (talking circles, sticks)
- Integrate non-violent communication
- Re-invent circle method

Next Steps

- Cultivate "other is me" during WW
- **Be consciously in unknown together** (as part of "sitting in the fire")
- Work primarily in small groups, network between them
- Create essence connection formats (walks, meditation, dance)
- Longer WWs or regular preparation WWs locally/online
- Continue development constantly (not every 3-4 years)
- Fluid, constantly changing net of WW/PW globally

- **Embrace perpetrator role**—unlock its power (tabu blocks energy)
- Safety different for different people—**name that big groups aren't safe**
- "The other is me" as starting point before hot spots
- We are **Edge Walkers**: stay on edge between known/unknown
- Sometimes leaders needed
- Being grounded in old to bring new

ONLINE GROUP B

Understanding Trauma in WW Contexts

What is Trauma-Informed?

- Trauma as ghost role appearing in real-time interactions
- Cultural dimensions—what's safe for one group traumatises another
- Consent complicated—people don't know what they're consenting to

Practical Approaches

- Track signals/body responses
- Bring in choices
- Acknowledge all experiences (hopelessness, fragility, pain)
- Facilitators develop compassionate relationship with part capable of hurting others

Tensions & Paradoxes

- Protection vs. repression (over-protection can traumatise)
- Structure vs. freedom (cultural differences)
- Self-oppression vs. authentic presence (being too careful guarantees trauma through self-oppression)
- Individual vs. collective (trauma amplifies in large groups, signals harder to track)

Multi-Cultural/Language Issues

- Cultural communication styles differ (Japanese wait to observe; American express quickly)
- Language barriers in group process
- AI translation tools as support

Key Insights

1. Working on own trauma helps recognise situations that might traumatise others
2. Deep democracy in facilitators crucial for trauma-informed spaces
3. WW inherently involves holding paradoxes around trauma, power, transformation

Collective Facilitation Experiment (no designated facilitator)

Strengths

- Emergent field awareness
- Role fluidity (different participants stepped into meta roles)
- Edge awareness
- Deep democracy in action

Challenges

- Uneven participation
- Unclear direction at times
- Rank awareness limitations (English speakers held unacknowledged rank)
- Fewer meta-communication moments

Processwork Principles in Action

- Following energy
- Amplifying distant signals
- Working with ghost roles
- Multi-channel awareness

Facilitation During Worldwork: Suggestions, Challenges, Criticisms

Suggestions

- Slow down, inner work
- Translate deeper process
- Integrate art/movement/dialogue
- Support mainstream, decrease polarisation
- Address hurt/harm
- More training

Challenges

- Participants get hurt/lost
- Facilitator competition/toxicity
- Holding tension
- Balancing group/individual needs
- Working with abusive energy safely

Ideas for Innovation

- Pre-training before face-to-face WW
- 2nd training for polarisation practice
- Shamanic/energetic approaches

- Embodied practices (dance, yoga, authentic movement)
- Hybrid/online formats
- More trauma-informed containers
- Conference stream approach with different tracks (trauma, energetic/shamanic, large group process, activism, organizational applications, etc.)

Group Member Sharing

- Big feelings/explosions in past WWs
- Wanting to care for WW to care for world/planet
- Dreams and love give hope when feeling desperate
- What feels impossible is possible
- Importance of inner work, holding different roles within oneself
- Power of presence without needing to fix/save
- WW provides profound nuggets even when challenging

Next Steps

- Continue practicing with "dojo-like awareness"
- Maintain global richness with more local gatherings
- Reflect on promoting/organising big WW in current world situation
- Research embodied processing
- Apply WW methods locally (organisations, community work)
- Understand cultural differences, hold space for diversity

KEY TAKEAWAYS ACROSS ALL GROUPS

Core Challenges

- Trauma, safety, harm
- Diversity, racism, rank awareness
- Language/cultural barriers
- Role/personal confusion
- Incomplete processes
- Perpetrator energy not embraced

Core Suggestions

- Slow down
- Trauma training for all
- Small groups more often
- Essence level work
- Movement/embodiment
- Buddy groups
- Pre-training participants
- Local/frequent WWs

- "The other is me" principle
- Embrace perpetrator energy
- Sitting in unknown together (not just sitting in the fire)
- Name that big groups aren't safe

Fundamental Tension

Love WW as-is vs. need to evolve significantly to address harm and increase safety/accessibility

Summary from Claude AI from the document Methodological Issues

MAIN THEMES IN METHODOLOGICAL ISSUES

Safety and Trauma-Informed Practice

The most pervasive theme throughout all three groups. Concerns about:

- Participants getting hurt, lost, or re-traumatized during Worldwork
- Need for trauma training for facilitators and participants
- Understanding Window of Tolerance and nervous system regulation
- Cultural differences in what feels safe/traumatic
- The paradox that being "too careful" can itself cause trauma through self-oppression

Slowing Down

Repeatedly emphasised across all groups:

- Pause after interactions
- Stay with hot spots longer instead of rushing to next topic
- Allow time for integration and reflection
- Create space for deeper processing
- Balance "catching the call" with taking time

The Role/Personal Confusion

Major methodological challenge:

- Difficulty separating when someone speaks from a role vs. personally
- When taking a role, part of it is always "me"
- Hard to switch between roles and personal sharing
- Creates misunderstanding and potential harm
- Roles need deeper exploration

Diversity, Racism, and Rank Awareness

Critical ongoing issue:

- Lack of BIPOC/PGM participation in Process Work schools
- Gap between "high dream" and reality of inclusion
- Not "walking our talk" of deep democracy
- Need to acknowledge own racism and rank blindspots
- Research: 15% BIPOC in leadership = systemic change begins; 30% = significant change
- White people hypnotised by their rank

The Perpetrator/Offender Energy Not Being Embraced

Significant insight from Online Group A:

- Perpetrator energy often not supported during Worldwork
- This energy needs to be integrated to make it usable
- Taboo against loving the perpetrator role blocks energy
- Need this power to move forward

"The Other Is Me" Principle

Core suggestion from Online Group A:

- Should be the foundation/starting point of Worldwork
- Cultivate this before getting into hot spots
- Use old ways of connection (talking circles, talking sticks)
- Integrate non-violent communication

Sitting in the Unknown Together

"Sitting in the fire" includes:

- Being consciously in the unknown together
- United in the state of not knowing
- Deeply connecting experience
- Edge walking between known and unknown

Small Groups Work vs. Large Group Work

Recurring suggestion:

- Work more in small groups in addition to the big group
- Small groups allow more participation, safety, deeper work
- Bring findings back to large group

Movement and Embodiment

Underutilised channel:

- Movement is secondary, not treated equally to words
- Can access dreamland/essence faster but needs interpretation/insights
- Social Presencing Theatre exercises are helpful - experiment using it during group process
- Let body express during group process
- Use movement for anger expression

Hot Spots → Hot Stops

Suggestions for experimentation:

- Reframe as temporary stops for deepening
- Multiple experimental approaches offered:
 - Sense-making
 - Channel switching
 - Small group role work
 - Somatic resourcing
 - Inner parts work
- Don't rush through transformational moments

Self-Righteousness and Public Shaming

Important learning:

- Self-righteousness interacting of aware person in oppressor group toward unaware person comes from need to feel good about self (to balance internalised oppression)
- Creates shaming/public humiliation
- Affects entire field; creates lack of safety for everyone
- When someone is called out with force in public, they get traumatised (serious health consequences)
- Relationship work between the two people belonging to the oppressor group after such interactions is critical, and reporting back to the group about it to restore sense of safety

Participant Facilitator Role

Under appreciated function:

- Active witnessing that holds space/container
- "Hot pot" for transformative experience
- Very active despite appearing passive

- Demands emotional self-regulation
- Needs recognition and appreciation

Facilitator Complexity

Multiple challenges:

- Rank awareness
- Supporting both marginalised and mainstream roles - we need to develop more our ability to support mainstream role
- When to intervene vs. hold back when you have rank
- Competition/toxicity among facilitators
- Need for self-awareness and meta-communication

Language and Cultural Barriers

Significant access issue:

- English speakers hold unacknowledged rank
- Hard to participate in non-structured processes in second language
- Insufficient active awareness of cultural differences in communication styles
- Need for translation support, examples for non-English speakers

Future of Worldwork

Suggestions:

- Smaller events (50-100 people) in addition to traditional 500+ person events
- Local/regional Worldworks 1-2x/year
- Big Worldwork every 6-7 years
- Several smaller Worldworks simultaneously connecting online occasionally
- More preparation Worldworks for communities
- Conference stream approach with different tracks

Pre-Training and Preparation

Widespread recommendation:

- Worldwork for staff before events
- Online facilitator training (ghost roles, micro-aggressions, nervous system regulation)
- Pre-learning for participants
- Trauma storytelling and basic PW/WW training
- Second training for polarisation practice

What Is Worldwork?

Multiple perspectives offered:

Positive Visions:

- Active prayer, connection with world/humanity
- High dream of co-existence without killing each other
- Collective emergence from the great unknown
- Meeting each other in our differences
- Skills/metaskills development and training
- Social education through lived experience
- Working on conflict and historical trauma
- Methodology aiming for social justice

Critical Perspectives:

- Assumption of "rightness" that may be arrogant
- Reports of harm and re-traumatisation
- Question: "How do we know we can go into Worldwork with less harm?"

The Tension Between Love and Evolution

Fundamental paradox:

- Those who love Worldwork as-is
- Those traumatised by past Worldwork experiences
- Balancing honouring legacy with necessary evolution
- "One of the biggest edges we have is to love, and to love Worldwork"
- Need for both appreciation AND critical examination

We Are All Micro-Aggressors

Humbling recognition:

- Everyone needs to explore how they micro-aggress
- Even experienced Process Workers need to work on own stuff
- Need compassion for self and others
- Process our own personal and collective hurts

"We Are in the Era of Thousands of Arnys"

Inspirational framing:

- We are each called to be "Arny"
- Emerging leadership gives hope
- What feels impossible is possible
- The thing behind us can do what we feel we can't

OVERARCHING META-THEME

The document reveals a community in genuine self-reflection, wrestling with the gap between its aspirations (deep democracy, inclusion, safety, transformation) and its reality (harm, trauma, lack of diversity, incomplete processes).

There's both deep love for the work AND honest acknowledgment of problems, with suggestions for evolution while respecting the legacy.

KEY PARADOXES

1. **Protection vs. Repression:** Being overly protective can itself traumatise
2. **Structure vs. Freedom:** Different cultures need different approaches
3. **Self-Oppression vs. Authentic Presence:** Being too careful guarantees trauma
4. **Individual vs. Collective:** What works one-on-one doesn't scale to large groups
5. **Love vs. Evolution:** Honouring what is while acknowledging need for change

CORE RECOMMENDATIONS ACROSS ALL GROUPS

Immediate Actions:

- Slow down
- Trauma training for all
- Small groups more often
- Embrace perpetrator energy
- "The other is me" as foundation
- Pre-training for participants
- Movement/embodiment integration
- Buddy groups for support

Structural Changes:

- 15-30% BIPOC in leadership positions
- Diversify curricula and bibliographies
- Scholarships for marginalised groups
- Local/regional WW events (1-2x/year)
- Big WW every 6-7 years
- Conference stream approach with different tracks
- More gatherings between us like this one
- Name clearly what to expect in a Worldwork event

Suggestions for Methodological Experimentation:

- Hot Stops instead of Hot Spots
- Participant facilitator recognition
- Relationship work after conflicts during group process critical
- "Sitting in unknown" as part of "sitting in the fire"
- Multiple channels (movement, art, dialogue)
- Somatic resourcing techniques

Cultural Shifts Needed:

- Work on own racism/rank blindspots consistently
- Help each other notice being hypnotised by high rank
- Process personal and collective hurts
- Ongoing Action Research - study while practising

OPEN QUESTIONS

- How do we hold the paradox that what we're doing involves some pain, while minimising re-traumatisation?
- Are we going toward something "right" or is that assumption arrogant?
- Can we create safety in large group settings dealing with big issues?
- How do we know we can go into Worldwork with less harm?

THE PATH FORWARD

Balance honouring legacy with necessary evolution through:

- Concrete actions, not just processing
- Constant development through ongoing Action Research
- Giving up the idea of "one right way"
- Being grounded in the old to bring the new
- Things need time to grow
- Sometimes leaders are needed
- Answers won't come quickly

FINAL NOTE

"Just the fact that the gathering happens is an important sign to the world. Gathering in the space of our love. This should not be overlooked. We need to keep going."

Summary of Main Themes by Chat GPT from Report section: Methodological Issues

5. People's Experience

This section captures participants' reflections on the 2025 IAPOP Gathering about Worldwork, highlighting the event's emotional depth, achievements, and constructive critiques.

Organising Team Reflections

- Strong connection and relationship building occurred among participants
- Conflicts arose but were addressed openly, leading to recognition of harm caused and relationship repair
- Hot spots were processed with deeper understanding and some resolutions achieved
- Productive brainstorming about Worldwork's essence and aspirations

What Participants Liked

Atmosphere & Connection

- Warm, welcoming environment with genuine care for feedback
- Permission to reflect critically without seeming unappreciative of legacy
- Love and openness within the community
- Time together learning and working on relationships
- Deepening connections, especially in small groups

Structure & Organisation

- Excellent preparation and planning by organising team
- First-day coordination of facilitator teams created safety
- Time-efficient topic selection process
- Diverse methodologies for harvesting feedback and wisdom
- Evening sessions complemented daily work (body-oriented, group work, environment themes)

Inclusivity

- Strong attention to welcoming all participants (online and in-person)
- Online participation made it accessible for distance attendees
- All staying in same hotel allowed for extended time together

Learning & Growth

- Opportunity to learn alongside experienced worldworkers
- Less senior colleagues facilitated most sessions and did amazing work
- Topics explored were highly relevant
- Time to work carefully and deeply on challenging topics
- Study of best practices and improvements
- Cultural diversity and different styles provided immense learning

Conflict Handling

- Processing relationship conflicts during breaks prevented escalation and catalysed the field
- Group held difficult interactions with respect and authenticity

Sustainability & Hope

- Confidence in potential for evolution and sustainability of Worldwork/Process Work
- Addressing multiple field needs despite challenges
- Opening doors for future discussions and evolutions

Suggestions for Future Gatherings

Schedule & Pacing

- Less packed schedule with more time to digest experiences
- Possibly more days with breaks built in
- More opening for non-verbal and non-linear communication

Support Structures

- "Hearts" team to help participants process body experiences/symptoms
- Better recognition of organizational labor and clearer role expectations

Online Participation Enhancements

- Pre-gathering meet-up for relationship building
- Clear commitment/attendance expectations upfront
- Longer sessions (3 hours) with time for check-ins

- 15-minute transition buffers before/after sessions
- Keep sessions open 15 minutes early/late for informal interaction
- Daily breakout rooms for online groups
- Optional private chat time/"online party"
- Less prescriptive emails and more facilitation freedom
- Better summaries of discussions

Hybrid Integration

- At least one process including both online and in-person participants together
- Consider online-first model: people engage online first, then subset meets in person

Methodology Focus

- More study of specific interventions and group process techniques
- Real-time experimentation with proposed Worldwork format changes
- Daily integration of one new practice
- Structured labs and working groups on different development areas

Inclusion

- Extend special invitations to Process Work schools/communities (e.g., DDI)
- Inquiry why Catalonia program graduates were not invited when Portland program graduates were

Critical Voice Against Moving Ahead with Large-Scale Worldwork

The following feedback comes from 1 person, though others in the meeting also advocated for smaller, local events.

Participation / Representation

Criticism: Only ~50 people attended (in-person), largely lacking in racial, gender, disability, and generational diversity. Too small and non-diverse a group to make decisions about Worldwork's future.

Proposal: Develop clear action plans to broaden participation. Engage those who left hurt or became uninvolved. Build trust and invite back communities that have felt excluded.

Racism and Marginalisation

Criticism: Worldwork continues to struggle with holding and facilitating work on racism. Lack of engagement with POC, men, youth, people with disabilities.

Proposal: Shift from majority white-woman community to more balanced diversity. Partner with trusted diversity educators. Build genuine long-term relationships with marginalised communities.

Trauma Awareness

Criticism: Community is not sufficiently trauma-informed, leading to risks of harm and re-traumatisation.

Proposal:

- Require Worldwork facilitators to take Somatic Experiencing or Sensorimotor Psychotherapy courses
- Integrate trauma-informed content into all Process Work schools and exams
- Explore learning from Lewis Deep Democracy (LDD)

Smaller, Local Community-Based Worldwork Events

Criticism: Traditional Worldwork with 500+ participants is not ethical or safe. The "game show" style of jumping between huge topics without depth is unsatisfying and harmful.

Proposal: Replace with smaller, local, frequent, community-based Worldwork events that allow:

- Deeper engagement and better care
- Easier organisation
- Lower costs
- Greater safety

Postpone Large-Scale Worldwork Event

Criticism: The global Process Work community/IAPOP doesn't seem fully equipped to host another large-scale public Worldwork event yet, as it has many internal issues to work on.

Proposal:

- Continue working on internal issues (as was done in Greece)
- Focus on internal community work until structural changes earn back trust
- Wait for affirmation from previously hurt communities before inviting the world back

Key Takeaways

Strengths of the Gathering:

- Created safe space for critical reflection
- Built connections and processed conflicts
- Generated hope for evolution of Worldwork

Major Challenges Identified:

- Lack of diversity in participation and representation
- Ongoing struggles with racism and marginalisation
- Insufficient trauma-informed practices
- Questions about ethics and safety of large-scale events (500+ people)

Path Forward:

- Concrete action plans needed (not just processing)
- Investment in trauma training and diversity education
- Consider fundamental format changes (smaller, local, more frequent)
- Earn back trust before hosting large public events
- Balance honouring legacy with necessary evolution

Summary by Claude AI from Report section: People's Experience

6. Presentations

Online Presentations

Rho Sandberg: **Triple Loop Learning: A Lens for the Harvested Feedback from Local Communities**

Active link to presentation: <https://tinyurl.com/RhoPresentation> (15 minutes)

Passcode: kgfas@0c

Gary Reiss: **Trauma Informed Worldwork**

Active link to presentation: <https://tinyurl.com/GaryPresentation> (30 minutes)

In Person Presentations

Heike Hamann: **Sailing with Whales**

Active link to presentation: <https://tinyurl.com/HeikePresentation> (15 minutes)

Active link to video in the presentation: <https://tinyurl.com/HeikeVideoInPresentation>

Lukas Hohler: **Group Process Steps in an Organizational Context: The Grundkraft-Process for Organisations**

Active link to presentation: <https://tinyurl.com/LukasHPresentation> (60 minutes)

Daya Tadeka: **10-Year Journey of Worldwork in Japan on Gender and Sexuality: Challenges and Transformations**

Active link to presentation: <https://tinyurl.com/DayaPresentation> (50 minutes)

Appendixes

Appendix A_Program Outline

See separate document

Appendix B_Budget

See separate document

Appendix C_Participant List

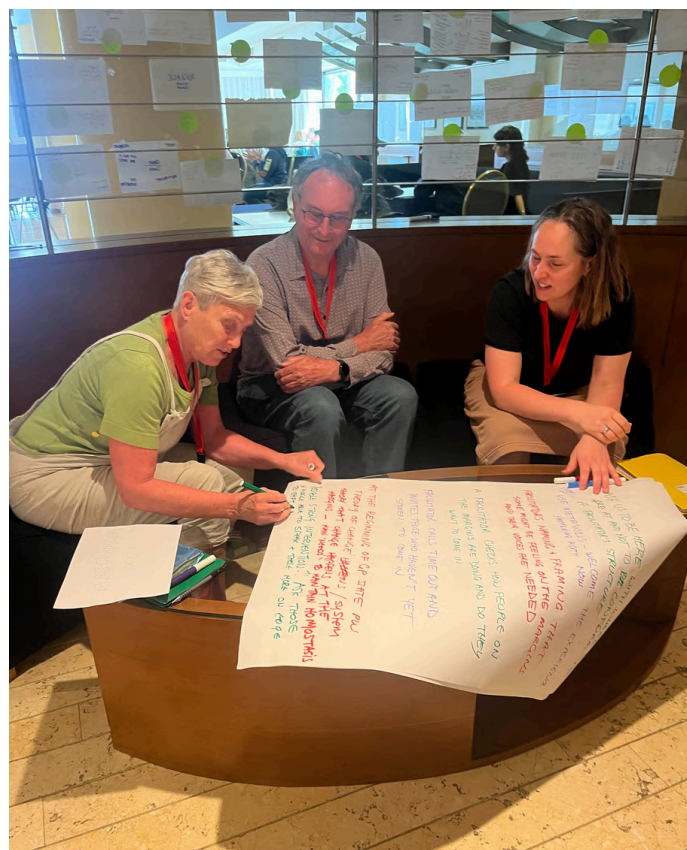
See separate document

Some Pictures from the Gathering





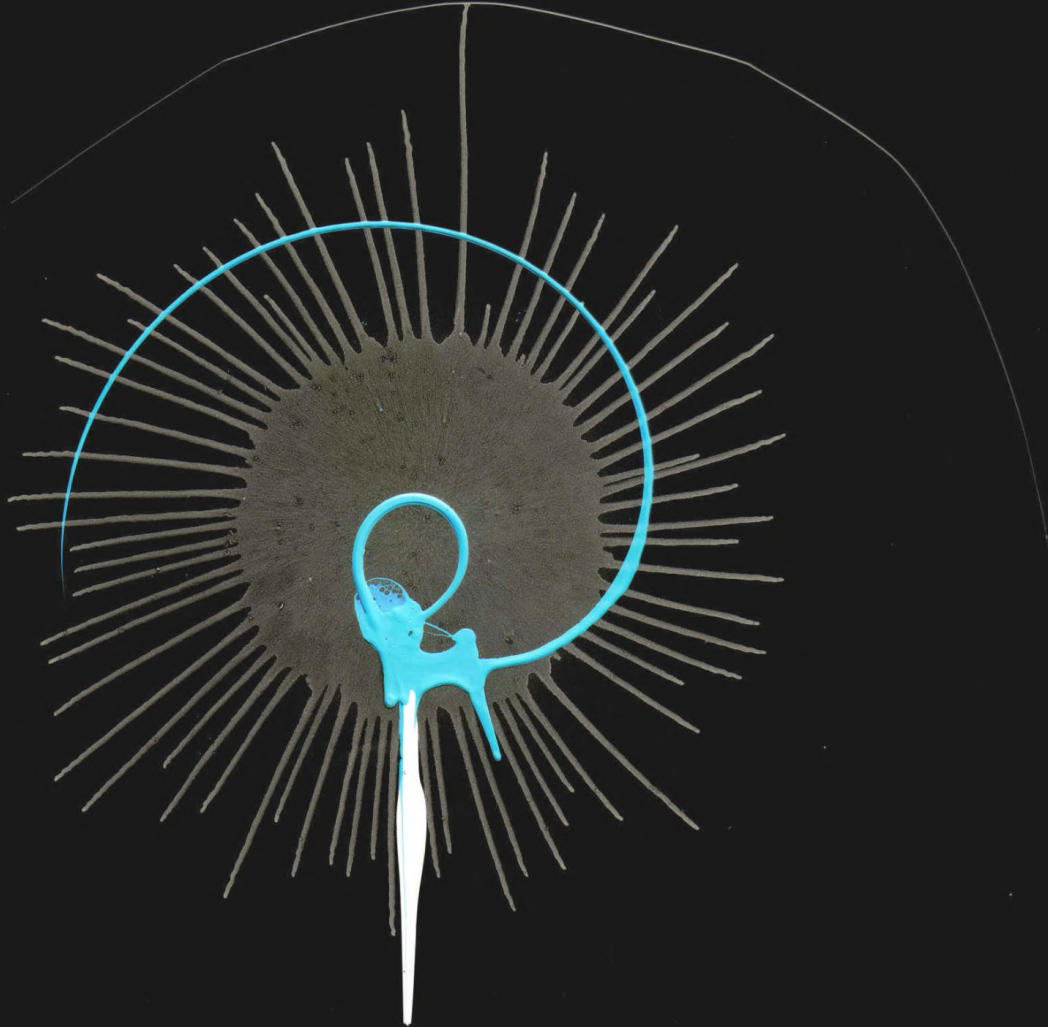












may we flow
with the intelligent field
moving us...

