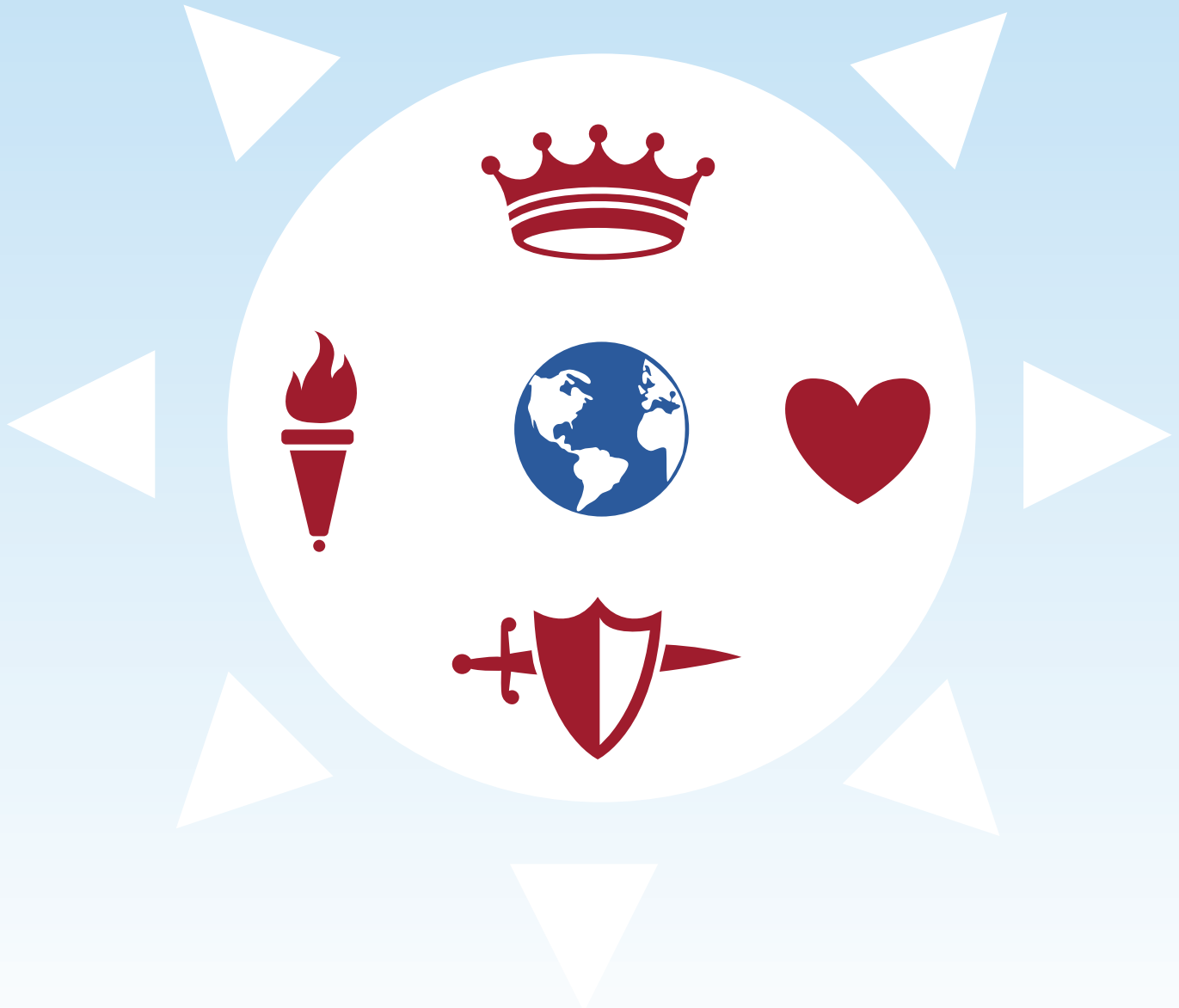


# I-Group Quick Reference Guide



# I-Group Outline

*Business Round (optional) – taking care of business*

- **Lover Round** – *forming the container*

- Smudging

- Sensei Question (optional)

- Calling of Directions

- Check-Ins

- Withhold Round (optional)

- **Warrior Round** – *tightening the container*

- Accountability

- Support Accountability

- Clearings

- **Magician Round** – *personal exploration and transformation*

- Work

- Discussion/Exercise topic (optional, King's choice)

- Mission/Shadow Mission Talk (optional)

- **King's Round** – *acknowledging our wants and blessings*

- Support Requests

- Gold Round

- Check Out

- Next King

- Release the Grandfathers

# HONORING DIRECTIONS

Men are invited to ground and connect with the archetypal energies that live within each of us. By recognizing where we are in a metaphorical map of our lives, we begin to set the path for where we wish to go.



## EAST



Welcome the energy of the East, the direction of the Lover.  
Welcome the energy of new beginnings, of connection with beauty and the richness of the world. The color of the East is yellow, the color of the rising sun at the beginning of the day.  
The fear of the East is the fear of pain. The desire of the east is the desire for pleasure, and the emotions are love and hatred.  
The animal of the East is the song sparrow calling us to a new day.

*Welcome the energies and spirit of the East. Aho!*



## SOUTH



Welcome the energy of the South, the direction of the Warrior.  
Welcome the energy of service, of action in the world in service to the realm. The color of the South is red, the color of blood and of passion, the color of the heat of the noon-day sun. The fear of the South is the fear of losing control. The desire of the South is the desire for power, and the emotions are pride and anger.  
The animal of the South is the dog, the symbol of loyalty.

*Welcome the energies and spirit of the South. Aho!*



## WEST



Welcome the energy of the West, the direction of the Magician.  
Welcome the energy of introspection, going within to find the gifts of healing. The color of the West is black, like the darkness of our shadows. The desire of the West is the desire for order and virtue.  
The fear of the West is the fear of Abandonment, and the emotions are happiness and shame. The animal of the West is the Bear, that goes into the cave to hibernate, to seek within the darkness the gift of renewal.

*Welcome the energies and spirit of the West. Aho!*



## NORTH



Welcome the energy of the North, the direction of the King.  
Welcome the energy of wisdom and blessing. The color of the North is white, the color of the hair of the elders. The desire is the desire for freedom and release, and the fear is the fear of Death.  
The emotions of the North are joy and sadness. The animal of the North is the Owl.

*Welcome the energies and spirit of the North. Aho!*



## ABOVE



Welcome the energy of Sky Above, the masculine principle, the energy and spirit of inspiration. The color of the Above is blue and the animal is the eagle. Welcome the gifts of wind and sunshine, the creative energies, the desire for Truth and the emotion of compassion.

*Welcome the energies and spirit of Father Sky. Aho!*



## BELOW



Welcome the energy of Earth Below, the feminine principle, the energy and spirit of Generosity. The color of the Below is green and the animal is the deer. Welcome the gifts of nurture and support, the sustaining energies, the desire for abundant beauty and the emotion of gratitude.

*Welcome the energies and spirit of Mother Earth. Aho!*



## WITHIN



Welcome the energy of Within, the principle of wholeness, the energy and spirit of the mysterious. The color of this energy is Gold. Welcome the gifts of balance, oneness, and the connection with all things, for all things are one and all things are related.  
The animal within is the human being, the desire is for serenity and the emotion is humility.

*Welcome the energies and spirit of Within. Aho!*



## ANCESTORS



Welcome the spirits of our grandfathers, our ancestors, those who have gone before us, and on whose shoulders we stand. Welcome the spirits of the children yet to come, who will stand upon our shoulders. Invite into this circle the spirit and energy of those who guide, protect and bless us to be fully who we are.

*Aho!*

THE  
**ManKind Project**  
USA

## Calling The Directions

**EAST:** Welcome the energy of the East, the direction of the Lover. Welcome the energy of new beginnings, of connection with beauty and the richness of the world. The color of the East is yellow, the color of the rising sun at the beginning of the day. The fear of the East is the fear of pain. The desire of the east is the desire for pleasure, and the emotions are love and hatred. The animal of the East is the song sparrow calling us to a new day. Welcome the energies and spirit of the East. Aho!

**SOUTH:** Welcome the energy of the South, the direction of the Warrior. Welcome the energy of service, of action in the world in service to the realm. The color of the South is red, the color of blood and of passion, the color of the heat of the noon-day sun. The fear of the South is the fear of losing control. The desire of the South is the desire for power, and the emotions are pride and anger. The animal of the South is the dog, the symbol of loyalty. Welcome the energies and spirit of the South. Aho!

**WEST:** Welcome the energy of the West, the direction of the Magician. Welcome the energy of introspection, going within to find the gifts of healing. The color of the West is black, like the darkness of our shadows. The desire of the West is the desire for order and virtue. The fear of the West is the fear of Abandonment, and the emotions are happiness and shame. The animal of the West is the Bear, that goes into the cave to hibernate, to seek within the darkness the gift of renewal. Welcome the energies and spirit of the West. Aho!

**NORTH:** Welcome the energy of the North, the direction of the King. Welcome the energy of wisdom and blessing. The color of the North is white, the color of the hair of the elders. The desire is the desire for freedom and release, and the fear is the fear of Death. The emotions of the North are joy and sadness. The animal of the North is the Owl. Welcome the energies and spirit of the North. Aho!

**ABOVE:** Welcome the energy of Sky Above, the masculine principle, the energy and spirit of inspiration. The color of the Above is blue and the animal is the eagle. Welcome the gifts of wind and sunshine, the creative energies, the desire for Truth and the emotion of compassion. Welcome the energies and spirit of Father Sky. Aho!

**BELOW:** Welcome the energy of Earth Below, the feminine principle, the energy and spirit of Generosity. The color of the Below is green and the animal is the deer. Welcome the gifts of nurture and support, the sustaining energies, the desire for abundant beauty and the emotion of gratitude. Welcome the energies and spirit of Mother Earth. Aho!

**WITHIN:** Welcome the energy of Within, the principle of wholeness, the energy and spirit of the mysterious. The color of this energy is Gold. Welcome the gifts of balance, oneness, and the connection with all things, for all things are one and all things are related. The animal within is the human being, the desire is for serenity and the emotion is humility. Welcome the energies and spirit of Within. Aho!

**ANCESTORS:** Welcome the spirits of our grandfathers, our ancestors, those who have gone before us, and on whose shoulders we stand. Welcome the spirits of the children yet to come, who will stand upon our shoulders. Invite into this circle the spirit and energy of those who guide, protect and bless us to be fully who we are. Aho!

## Self-Accountability Round

- Each man states whether he is IN/OUT of accountability, within and without the circle.
- Each man out of accountability is given the opportunity to do work on this.
- Each man who wants to do work on this goes through the process:

Who was your agreement with?

What was your agreement? (*Brief data – no stories*)

Did you keep your agreement?

What did you choose to make more important? (*Brief data – no stories*)

What are the consequences on others?

What are the consequences on yourself?

What is the shadow you can own in this?

How will you get back into integrity on this?

Are you complete on this?

## Support Accountability Round

- Each man looks around the circle.
- If any man has support to offer another man, he asks permission to offer that support.
- If permission is granted, the men go through the process:

Did you agree to \_\_\_\_\_ ?

Would you like to hold yourself accountable?

If YES, he goes through the self-accountability round above.

If NO, process ends.

If first man is not complete on this, he can do a clearing process.

## Work Process – Clearings

This process results in a safer container, cleaner interpersonal relationships, and increased presence in the moment and ability to support the rest of the group. The man understands what is in Shadow for him, and that he is projecting that onto another person. He learns to own his projections and withdraw them from the other.

### **PREP**

- The man with the charge must seek permission of the man being charged. If it is not granted, he may ask for a substitute to be the mirror.
- The man acting as mirror must set his psychic shield
- Both men may ask for support, in whatever way is best for them.

### **WHAT'S THE CLEARING?**

- What's the Data? Objective reality. The Facts. Watch for Judgments inserted as Data.
- What judgments do you have about this? What is the story you tell yourself about this person?

### **FEELINGS**

- What feelings does this bring up in you?

### **THE PROJECTION**

- Whose actions or behavior does this remind you of?
- When was the earliest time in your life that you experienced this feeling?
- What kind of a person would do that (or say that)?

### **OWN THE PROJECTION**

- Is some of that energy attached to this situation? Attached to this man?

### **OWN THE SHADOW**

- Where in your life today might you do the same thing? (Are late, not keep your word, reject, abandon, etc. Use the same words as the man's judgments about the behaviors.)
- And who with? What impacts might you have created?
- Recognize that these are your feelings, thoughts and judgments. Will you own that?

### **WANTS**

- Now that you see all of this more clearly, what do you need for yourself?
- What do you want for your relationship with this man going forward?  
And are you aware you might not get that?
- Is this complete?
- Repeat after me.... "These are my feelings, thoughts and judgments. I own this as my stuff. This is all about me. I don't expect you to change."

*Note: All men in the circle should read "Cleaner Clearings" in the PIT manual to learn what to watch for to ensure that clearings are productive and not hurtful.*

## Work Process – Bucketing

This process gives a man a chance to get clear about the emotional charge he is holding from a recent event, and to learn about the source of that charge, that may not be related to the specific recent event. And it gives a man a chance to rewrite any “story” he makes up, to even change that story and thereby begin to take the energy out of any such event that triggers him.

### **BODY/EMOTIONAL CONNECTION**

- Take a moment to tell us about the key elements of the situation you want to do work around. Brief data – no stories.
- Now close your eyes, and think for a moment about all you’ve just told us about \_\_\_\_\_.
- While you’re thinking about this, become more aware of your body.  
How do you feel in your body as you think about \_\_\_\_\_ ?  
What color is it? Where is it in your body?  
Does it have a sound? A smell? A shape?

### **VISIONING A MEMORY**

- As you’re thinking about the (charge-ridden situation) and feeling the (stated feelings), are you aware of other times, places and situations that you’ve felt like this before? Allow the man to find an earlier memory at his own pace. If he has trouble locating one, move on to Shadow Formation.
- So as you reflect on this prior time, how old were you? Who was there? What was happening? And then what happened?

### **SHADOW FORMATION**

- While you’re thinking about the (charge-ridden situation) and feeling the (stated feelings), what judgments or beliefs do you have as a result of this situation?
- What judgments or beliefs have you adopted about the world?
- What judgments or beliefs have you adopted about your Self?

## **SUPPORT FROM SELF**

- Now, [man], I'd like for you to invite into this space a strong, balanced and supportive part of your Self - the Mature Masculine, the grounded, initiated man, the New Warrior.
- And as I address this strong masculine, the New Warrior, what observations do you have about this \_\_\_\_\_ part of [man]?
- Do you understand, based on the situation, how this [sad, fearful] part of [man] has come to adopt these beliefs about himself and the world? The idea is that the supportive part will be able to recognize how FRAIL and HUMAN we all are and become ready for the process of acceptance.
- Can you find it in your heart to accept this [stated feelings] part of [man] despite his having adopted these beliefs about himself and the world?
- Are you willing to forgive this [stated feelings] part of [man] for any harm these beliefs have caused you?

## **EMPOWERMENT TOWARDS A NEW WAY OF BEING IN THE WORLD**

- So, these beliefs that the world is \_\_\_\_\_ and that you are \_\_\_\_\_, do these beliefs serve your best interests?
- What are some of the potential costs or impacts of you continuing to hold these beliefs about yourself? (remind him of the judgments if necessary)
- What are some of the potential costs or impacts of you continuing to hold these beliefs about the world?
- Would you like to replace some of these limiting beliefs with empowering beliefs?
- What affirmation statements are you ready to make?

*You may close the process with the man making his affirmation statements again, either to himself in a mirror, to the group, or both. If time, invite others in the circle to share what they learned about themselves.*



## Work Process – Dialogue Chairs

Dialogue Chairs is a way of getting clarity on a particular conversation a man wants to have with someone in his life, or a conversation he's been having difficulty getting through with someone without getting derailed or sidetracked. The man will get clarity around what judgments he is projecting into the dialog that may be preventing the dialog from happening or preventing the man from initiating the dialog. A valid outcome is that the man no longer feels the need to have an actual dialog.

- Let the man set the stage by asking him to be specific about who he is speaking with and where they are located.
- Depending upon the needs of the man he may want to have a member of the circle hold the energy of the person he is to dialogue with. If not, he may use an empty chair.
- Check to see if he wants feedback during the conversation from the circle or from the person in the other chair. If he wants feedback from the circle as he goes through the conversation, ask him how he wants a man in the circle to signal him to consider or try another option.
- Have the man start the conversation.
- The facilitator should watch for moments when the man starts making judgments about what the other person is going to say. That is the moment for the man to change positions with the person he is speaking to and speak from that person's energy.
- Are you complete?
- Does this conversation still need to happen outside of this circle?

## Work Process – King's Court

At the heart of most of the tools we teach is the notion of leading from behind and not giving advice. This tool is a formal way for a man to ask for advice from his brothers.

- Reform the circle into the shape of a horseshoe.
- Place an empty chair at the open end of the horseshoe. That is the King's Throne. The man requesting the King's Court takes the empty seat with his Court (brothers) sitting in the horseshoe.
- The man spends approximately 3-7 minutes talking about a particular issue in his life that is challenging him at the moment and where he appears to have few options. The man is asked to be clear, direct, concise and rigorously truthful. The Court practices Warrior Communication and Listening to Understand.
- The King will then ask each man in the Court, one at a time "What do you think?" Any man may pass, and the Facilitator helps to keep individual men's input brief and to the point.
- Each man will answer again clearly, concisely, directly and truthfully with his feedback for the King. If men seem hesitant to reply candidly, the Facilitator might add "Do not censor yourself. Tell the King the truth as you see it, but with compassion."
- The King may have follow up questions for that man. If so, the man answers them as truthfully as possible.
- When everyone who has input has given it, the facilitator asks the King Are you complete?

## Work Process – What's At Risk

What's at Risk gives a man the opportunity to look deeply in his heart and his head for the story he's telling himself, mostly likely unconsciously, about why he can't or won't do anything to change a certain set of behaviors or a certain aspect of his life. What's At Risk is basically about helping a man see how he's created some story in his head, where, no matter what choice he makes, he thinks he's going to lose or there will be a heavy price to pay.

- What's at Risk for you to do this [risky action]?

He answers.

- What's at risk if that happens? (Whatever he said - use his exact words)

He answers.

- So what's at risk if that happens? (Whatever he said this time - again using his exact words.
- This process is repeated until the man reaches a final destination (dead, abandoned, all alone). The idea is to get down to some 'bedrock truth' that underlies the story he tells himself.
- Once you get to the bottom of why he's convinced himself he cannot do this do this 'risky action', offer the man the option of holding that choice in one of his hands. This helps ground the 'bedrock truth' in physical reality. Next help the man take a look at the 'other' risk or opposite choice.
- So \_\_\_\_\_, What's at Risk if you do not do this [risky action]?

He answers.

- What's at risk if that happens? (Whatever he said - use his exact words)

He answers.

- Once you've hit the second 'bedrock truth' offer that he place this in the opposite hand.
- Now have him look at what he is holding in each hand and sum it for him clearly:
- So, here's what we heard. If you do this [risky action] you have the possibilities that you might end up with (Bedrock Truth #1). And if you don't do this [risky action] you might end up (Bedrock Truth #2)?
- Now one of these you know to be true, (Bedrock Truth #2), and one you imagine to be true, (Bedrock Truth #1). (Bedrock Truth #1) may not actually occur; you just have convinced yourself it will. But (Bedrock Truth #2) will most definitely happen.
- Now you are clear on the outcome of either choice, and that the outcome is just about the same regardless of what you do.
- So from this place, what are you becoming aware of regarding your power to choose?

## Exercise – Gold and Shadow Hot Seat

Part of growing, of becoming a better man, is understanding how others see you and, if called for, changing how you show up. Most of us are quick to put someone down, to judge and criticize. That comes out of shadow. Sometimes it's hard to see a man's gold and to honor that part of him. It can be hard, too, to give a man honest feedback on how he impacts us. This exercise is going to give us all a chance to both honor and support one another by giving and receiving honest, compassionate feedback.

This is in the PIT manual as a group exercise, where each man takes a turn in the hot seat. I've included it here because I could envision it as a way for an individual man as a way to do his "work."

- The man will have one minute to name his shadow. For example:
  - These are the things I want to work on.
  - These are the weaknesses I perceive in myself.
  - These are the challenges I think I face in myself.
- The man must then ask the group What things do you see that I can work on?
- The group responds by giving him 3 minutes of honest feedback. For example:
  - I think I see a shadow in your behavior...
  - I think you could benefit from working on...
  - I think you should take a look at...
- The man will have one minute to name his gold. For example:
  - These are the things I believe I do well.
  - These are the strengths I perceive in myself.
  - These are the gifts I bring to this circle.
- The man must then ask the group What gifts do you see that I bring to my world?
- The group responds by giving him 3 minutes of honest feedback. For example:
  - I see your strengths of...
  - I see your gifts of...
  - I admire in you...