



**Unraveled Roots for Men:
4 Causes of Damaging Behaviors
Facilitator Guide**

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GREETING

Facilitators,

A remarkable adventure lies before you. Arriving at a place in your journey where you feel led to pour into other men and help them find their own path to healing is an amazing place to be. Helping men find healing from - and peace with - past traumas, dysfunctional behaviors and damaging thoughts and emotions, is challenging, but also rewarding.

Since you've decided to facilitate this resource, a fair assumption is that you've experienced some level of healing yourself. That's terrific. As we discuss in the book, healing is a journey; and it's a life-long journey at that. Richard Bach once wrote, "We teach best what we most need to learn." You are strongly encouraged to work through the *Unraveled Roots for Men* book *before* you start to lead a group.

In *Unraveled Roots for Men* you will find chapters, personal stories, reflections, and quotes that all work together to help men see themselves, their past hurts, and the lives they are currently living in a new and honest way. Think of the book and sessions as a map. You are the guide. It is not your job to try and fix anyone in the group.

Authenticity is important throughout this journey. Sharing your past traumas, experiences, mistakes, bad choices and, ultimately, how your life has changed will inspire and encourage the men in your group. So just be the most honest version of you. This can build trust within the group and bring validity to things group members are dealing with. Remember to use "I" statements. Telling a man what worked for you will be received way better than telling a man what he needs to do or know. And, as we discussed, that's not your job anyway.

As you work through this Facilitator Guide you'll find suggested questions, quotes from various thinkers, and ideas for different ways to format your group. Each facilitator approaches leading a group differently. It's based on your own past, level of healing, personality type, style and so on. Take what is shared in these pages and make it your own.

Thank you for investing in the men you'll serve through *Unraveled Roots for Men*. See you on the trail.

- Greg

FACILITATOR'S KIT

- Facilitation format: In this facilitator guide we will provide instruction for facilitating a group either in person or virtually. This resource can also be used for 1:1 sessions, as well as self-guided, self-paced healing.
- Short online videos to accompany each week's lesson: You will find videos created that correspond to each chapter in *Unraveled Roots for Men*. There is a facilitator training video for you to watch before you lead the group and a client video for the men in your group to watch. They are designed to explain the concepts in each chapter, offer encouragement to the men in your group, and offer some explanation of each section. The personal story videos also provide great hope for the men in the group as they see a real story from a man's life who has struggled and overcame his own challenges.
- Facilitator's Guide: In this guide you will find tips, suggestions and resources that will help you lead your group with confidence and humility. If you'd like recommendations and information about the *Unraveled Roots for Men: Truth Story* sections, please refer to the "How to Use This Book" section of the *Unraveled Roots for Men* book.
- Additional Resources: The Appendix includes a variety of professional resources which are referred to throughout this Guide.

PREPARING TO FACILITATE

Galileo Galilei once wrote, "We cannot teach people anything; we can only help them discover it within themselves." As a facilitator, it is important to remember that we are there to help each group member discover their own questions, answers, and path.

Recovery from anything is messy business. The process requires work, commitment and time. As a facilitator, your goal should be to help each participant keep moving forward. And again, to do so in a way that makes sense to and honors the men you will serve in this group.

Here are the steps we suggest on how to prepare to facilitate this resource. There are additional resources in the Facilitation Tools section at the back of this guide.

People typically work through *Unraveled Roots for Men* in one of three ways: independently, one-on-one, or within a small group. Each has its advantages. Facilitators should pick the method that works best for them. The important thing is that your participants are starting their healing journey. We have included the methods for those working through the material Independently for context and a broader understanding for facilitators.

Choosing between these options depends on your personal preferences, needs, and comfort level. Knowing some benefits of each may help you decide where to start with your participants.:

Independently

In addition to this facilitator guide, we have produced an *Unraveled Roots for Men* book, facilitator training video series, as well as client facing video series that walks through each chapter. It enables individuals to work through the material at their own pace, on days and times that fit their schedule, and within the privacy of their own homes or spaces. Ideally, for those working through *Unraveled Roots For Men* independently, suggest that they start with the client video for each chapter, then read that chapter in the book and spend some time working through the end-of-chapter questions. The questions aren't school-type, do you *remember this or that*, rather they are designed to help you dig in deeper to your own experiences, roots, and future. The brief videos provide supplemental information, guidance, and encouragement. This healing program is available in the online Client Healing Center at www.supportafterabortion.com.

One-on-One

Working individually with a participant is personalized and private. If you choose to lead one-on-one sessions, you can explore experiences and roots with one person who perhaps prefers this to a group setting. Men desiring anonymity may opt for this. Together you delve into individual thoughts, emotions, and challenges; set specific goals; and discuss progress. Some people already have a therapist or coach they work with and could incorporate the work you and your participant do with *Unraveled Roots for Men* into those sessions.

Small Group

In a small group model, you will lead a group of men through *Unraveled Roots for Men* as a facilitator. Participants have the chance to speak openly about their roots and pasts. This gives each man the opportunity to hear and learn from others as people share their own experiences. There is an undeniable strength that comes from knowing we're not alone. Encouragement, accountability and different perspectives can provide untold benefits to any journey. Remember the words of Epicurus, "It is not so much our friends' help that helps us, as the confidence of their help."

Some people switch paths or take multiple paths. They may begin independently and then decide they would benefit from talking it through with someone or within a group. Others go through it with a mentor or group and then want to take a little more time in one or more chapters and explore those independently. Again, the “right” path is simply the one that works for you.

For this reason it's important to understand where each participant has been with recovery and this book. This doesn't necessarily change what or how you facilitate a given group, but rather provides context and understanding.

Step One: Invite men to the group at least 4-6 weeks prior to the group's start date. They all likely lead busy lives and need time to arrange their schedules.

Step Two: Perform an intake for those available and interested in attending. An example can be found in the Facilitation Tools section of this guide.

Step Three: Get the book! Make sure the men in your group get their copy before the first session. The paperback book is available for purchase at Amazon.com and through our e-store at Supportafterabortion.com. It can also be downloaded from our website.

Step Four: Decide the session format you'll use. Some prefer to assign reading prior to the group meeting. Some choose to go through the book together as a group. Either is fine. It's a matter of what makes sense to you, the facilitator. It is recommended that, whichever format you use, participants should read the “Introduction” and “How to Use This Book” sections before the first meeting.

You may find that groups of five or fewer participants can go through the materials together during the 90 minute sessions. Groups larger than that tend to work better when the client video is watched, the chapter is read, and questions are completed by each member prior to that week's session.

Refer to the *Session Format Options* section for more details on session formats.

Step Five: About a week before the first meeting, send out a “welcome email to the men signed up for the group, reminding them to get their book if they haven't already done so. Explain the group format based on the size of the group in your welcome email along with the number of weeks you will be meeting. Remind them of the start date and time. If you're doing this as an in-person group, remind them of the address and any special instructions for getting into the building, where the room is, etc. If you're using an” online meeting program (Zoom, Teams, etc), include a link to whatever platform you're using. Let the participants know the session format you have chosen along with the number of consecutive weeks you'll be meeting, and any assigned homework. Attach a copy of the

group guidelines for the participants to review prior to the first meeting. A sample of “group guidelines” is available in the Facilitation Tools section of this guide.

A sample “welcome email” is available in the Facilitation Tools section of this guide.

Step Six: Set your calendar up for the sessions of the group based on the format you've decided upon. This is a good time to send a calendar invite to each participant as well with the meeting link.

Step Seven: Prepare yourself each week: be organized, have the videos ready, any notes you want to share, and so on. Each week requires preparation. It's never a last minute show-up-and-roll kind of thing. Your preparation will influence the success of the group. Remember the words of Ben Franklin, “By failing to prepare you are preparing to fail.” If you are meeting in person, you'll also need to prepare the room before each meeting.

SESSION FORMAT OPTIONS

We have a few suggestions on how you can format your group, but when it comes down to it, the success of the format will depend on you and what you are comfortable leading. The format you select should match both your style and what seems to fit the dynamic of your individual groups.

Below are several suggested formats for your sessions. Look them over and determine what fits best before you start your first session.

- **Read Together Format** - for group of 4-5
 - Facilitator and group members read the chapter together (excluding the Truth Story). Pauses should be built into the reading to ask questions.
 - Read the week's “Truth Story” together. Go through and discuss the questions together.
 - Watch the weekly client video prior to your session.
 - This format seems to work best if you have five or fewer participants.

- **Hybrid Format** - for groups of 4-5
 - This is a blend of the Read Together and Assigned Reading Format below.
 - Reading up to the Truth Story is assigned as homework each week. Group members are directed to answer questions, and watch the weekly client video prior to the session.
 - Facilitator asks for feedback on the prior week's reading.
 - Group reads the Truth Story together and discusses questions.

- **Assigned Reading Format** - for groups 6-10
 - Best for groups of six or more.
 - Group participants are directed to watch the client video, read the chapter, and answer the questions.
 - Use the questions in this guide to help lead the discussion and encourage the men in your group to think through the material in an intentional way in order to identify the roots that impact their life today.
 - At the end of the session, encourage participants to take a day or two for reflection on this session, while it's still fresh, before jumping into next week's material.

Whichever format is used, take a few minutes at the end of each session to preview the next week's topic and encourage participants to reflect on the current week's materials.

Perhaps it would sound something like this:

"We've covered a lot of ideas this session. I would encourage each of you to reflect on what we've discussed and see what else comes to mind. Then write it down. Give yourself a day or two to really sit with what we've covered here tonight. When you're ready to move on to the next chapter, do so. Next week we'll take a look at....."

FACILITATOR TIPS

One challenge to be mindful of during your sessions is to create a safe environment so that the men will be comfortable in the group. Using healthy group dynamics will go a long way to achieving that goal.

- **Be a good listener.** Many men today don't speak because they truly don't believe anyone is listening. And most of the time, when they do talk, they're just happy to get it out. In time, and with enough space, they'll come up with their own solutions. The 80/20 Rule will help you as a facilitator. That means listen 80% of the time and talk only 20% of the time.
- **Be comfortable with a bit of silence.** So many times in groups of any kind (recovery, family, work, etc), when one person stops talking, another immediately starts. We're going to be mindful to encourage the group members to not do this. Allow a bit of silence when someone *appears* to be done talking. Let the words and ideas and emotions hang for a minute.

- **Be transparent.** Men will respond to another man who shares their own experiences openly, honestly and vulnerably. In moments where it's appropriate and relevant, be willing to open up a bit. The men in your group will respond to that authenticity and begin to trust you and the other group members enough to share their own struggles...many for the first time.
- **Be curious.** It is in no way the job of a facilitator to "fix" anyone. But it is important to draw participants out, using what and how questions. This is important in order to encourage each participant to fully engage in their healing path.

GROUP GUIDELINES

Group guidelines are an essential part of any healing or recovery group. Appropriately implemented, they provide the structure that the group will operate within. They also provide a bit of comfort in knowing what is expected and not accepted.

The first week you'll read through the guidelines in their entirety together. As a facilitator you'll want to stress the importance and validity of each. Every week after, touch on each guideline as a reminder. An example of Group Guidelines is located in the Facilitation Tools section of this guide.

Potential Trouble Spots:

Even when the Guidelines are executed and understood and even when healthy boundaries are shared, things can pop up that threaten the group dynamic and growth of its members. Remember, we're all wired a bit differently and that's a good thing. But when our tendencies cause problems in the group, a slight course correction may be required.

Below are a few issues that might arise and some ideas on how to best handle them.

- **The Dominator.** In every group there are one or two men who want to monopolize and control the conversation; often getting off topic and sometimes derailing the direction of the session altogether. The most productive way to handle this situation is to gently interrupt, affirm something that he said, and then invite other group members to answer the question or share a thought. If the problem persists, explain to him that you are willing to talk after the session in greater detail, but that it is important for every participant to be heard.

- **The Quiet One.** At the other end of the spectrum, we have a man who will rarely speak at all. There are a myriad of reasons for this, none of which we are qualified to diagnose. The important thing is to let him know his input is valuable. Invite him to answer a question or share a thought on a topic in discussion. When he does, affirm his thoughts and/or feelings and thank him for sharing. This subtle validation goes a long way.
- **The One With Needs too Big for the Group.** *Unraveled Roots for Men* is intentionally designed to be an entry-level book. However, there are times when a participant will get in touch with a wound or trauma in a very visceral way. Other times a man may have no idea how to process a long-buried memory that was drudged up. If this happens in a group you are facilitating, remember we are not clinicians and are not there to diagnose. Your best course of action as a facilitator is to have a list of professional counselors or therapists you can refer him to.

Remember that we provide a list of national organizations and resources in the back of *Unraveled Roots for Men*. These resources are there to help men who get in touch with deeper issues and want to spend more intentional time working through them. Encourage the men to familiarize themselves with the resources and, if appropriate, make contact with them. And be sure to follow up. It is appropriate to reach out even after the final session to see how the men who were in your group are doing...especially if they connected with a deeper problem that was too big for the group or book itself.

CHAPTER-BY-CHAPTER GUIDE

(Optional) Introductory Session

If you opt for an Introductory Session, the first of your seven weeks will be a kind of “getting to know each other” group. It’s also recommended that group members go over the “Introduction” and “How to Use This Book” sections prior to the first session. This is the opportunity to “prime the pump”. You’ll do that by setting expectations about the healing process. Discuss openly how there will be painful memories and moments. Let them know that at times they may feel a pull to withdraw or stop. But encourage them that the pain along the journey is worth what’s on the other side.

Whether you use this extra session is up to you. But it can be beneficial in establishing trust and creating a comfort level for open discussion.

If you decide on the six-week format, your first session will be Chapter One.

Chapter 1: *Why Am I Here?*

Before the session, the facilitator should prepare as follows:

- Watch the Facilitator Training video and Client-Facing video for this week's chapter. Read Chapter 1. Answer all questions. Determine which quotes from the chapter and questions best fit the group. Allow participants to discuss questions that had meaning for them.
- Send a reminder email and/or text to each group member to remind them what reading and work was assigned, meeting location, time, etc.
- If meeting in person, arrive 30 minutes early. This will allow time to set the room up, arrange chairs, etc. If meeting virtually, log into the virtual meeting room 10 minutes early.
- Create a calendar invite for all sessions and send it out so participants can have a placeholder for each group session on their calendar. If meeting virtually, include a link to the meeting platform you'll be using when sending out the calendar invite. Spend the time to be truly familiar with the material for that week. Remember you are facilitating the group, but you are also a man who can benefit from the sessions. This is true no matter what stage of the journey you are on.

During the Session

1. Welcome group members as they arrive.
2. Have participants introduce themselves. Lead by example of how you want them to introduce themselves. You could say, "My name is _____. I'm from Grand Island. I work as a carpenter. And I'm really looking forward to getting in touch with the abandonment I experienced as a child and how that affected me." If a member doesn't follow your lead, ask a question or two.
3. Share the purpose of the group. Setting the foundation at this point will bear fruit down the road. Talk through the idea behind *Unraveled Roots for Men*, that it is an exploration of past wounds and damaging beliefs we have about ourselves that often lead to unhealthy choices and behaviors.
4. Remind the men that each of them are in a different place along the path and have come from different pasts. This gives them the freedom to not feel the pressure of comparison or competition that often follows men into groups of men.
5. Group Guidelines. Read together the group guidelines (which you will have emailed before this session) and spend a bit of time answering questions about them.

6. Provide one last opportunity for questions before beginning with the material for the week. This will also signify “switching gears” and give group members a moment to mentally prepare to start.
7. Discuss the “Introduction.” Omit this step if you opted to hold an introductory session. As with the “How to Use This Book” section, you’ll only discuss this during the first session. This is the opportunity to “prime the pump”. You’ll do that by setting expectations about the healing process. Discuss openly how there will be painful memories and moments. Let them know that at times they may feel a pull to withdraw or stop. But encourage them that the pain along the journey is worth what’s on the other side.
8. Ask them to write down their why for attending the group. They don’t have to share it with the group or anyone else. But impress upon them the importance of writing it down. Tell them it will be good to reflect on after the final session.
9. Discuss goals for the session.
 - Explain the concept of patterns of behavior.
 - Explain that the “change” process takes time and often involves pain. Encourage them that working through the pain is an important step.
 - Discuss childhood dreams and hopes for the future. Share your own that are relevant and how those differ from present reality. Encourage them to explore new dreams and what that might look like.
 - Read and/or discuss the chapter for the week (following the group format you decided on).
 - Ask open-ended questions about the materials (reading and videos). Let the men’s responses and reactions inform what questions make sense.

Possible questions and talking points:

- Recall childhood dreams and hopes and compare them to where you are now.
 - What would you like to see different about your life today? Have your dreams changed? If so, how?
 - What has shaped the man you are today (events, words spoken to you, what you believed about yourself)?
 - What does the process of change look like to you?
10. Prepare them for next week with a preview of what will be discussed and covered.
 11. Encourage them to have courage, honesty, and openness in this session. And remind them to reflect for a day or two before digging into next week’s material.

After the Session

1. If you met in person, return the room to how you found it. Make sure trash is picked up, chairs put back, etc.
2. Debrief with your team without violating any group members' anonymity.

Chapters 2-5

The Root of Abandonment, The Root of Addiction, The Root of Abuse, The Root of Codependency

Before the Sessions, facilitator should prepare as follows:

1. Watch the Facilitator Training video for each chapter corresponding with the root you'll be discussing each week as well as the Client Facing video. Read the chapter for the week. Answer all questions. Determine which quotes from the chapter and questions best fit the group. Allow the participants to discuss questions that had meaning for them.
2. Send a reminder email and/or text to each group member to remind them what reading and work was assigned, meeting location, time, etc.
3. If meeting in person, arrive 30 minutes early. This will allow time to set the room up, arrange chairs, etc. If meeting virtually, log into the virtual meeting room around ten minutes early.
4. If meeting virtually, send a reminder email to the participants with the link to the meeting platform you'll be using. Spend the time to be truly familiar with the material for that week. Remember you are facilitating the group, but you are also a man who can benefit from the sessions. This is true no matter what stage of the journey you are on.

During the Sessions

1. Welcome group members as they arrive.
2. Briefly go over the group guidelines
3. Explain the goals for the session with participants:
 - Explain the basic concepts of each root as explained in Chapters 2-5.
 - Discuss the Truth Story.
 - Read and discuss the chapter.
 - Ask open-ended questions about the client video and chapter where appropriate.

4. Go through the Digging Deeper section together. Be sure to hit the key points between “fact - lie - truth - behavior.” Encourage participants to take time after the session to sit with the week’s lesson and write down their thoughts, feelings and any revelations they may have had.
5. Remind group members that recovery work gets harder before it gets easier.
 - Commend them for the work they’ve done and the commitment they each made to the work and to seeing it through to the end.
6. Prepare them for next week with a preview of what will be discussed and covered.
7. Encourage them to have courage, honesty, and openness in this session. And remind them to reflect for a day or two before digging into the next week’s material.

After the Sessions

1. If you met in person, return the room to how you found it. Make sure trash is picked up, chairs put back, etc.
2. Debrief with your team without violating any group members' anonymity.

Chapter 6: *Where Do I Grow Now?*

Before the session, the facilitator should prepare as follows:

1. Watch the Facilitator Training video and Client-Facing video for Chapter 6. Read Chapter 6. Revisit the question “what brought you to this book” asked at the start of this group. Allow participants to discuss parts of the chapter that had meaning for them.
2. Be prepared to share next steps with the participants. Have links to webinars, further healing options, etc.
3. Send a reminder email and/or text to each group member to remind them what reading and work was assigned, meeting location, time, etc.
4. If meeting in person, arrive 30 minutes early. This will allow time to set the room up, arrange chairs, etc. If meeting virtually, log into the virtual meeting room 10 minutes early.
5. If meeting virtually, send a reminder email to the participants with the link to the meeting platform you’ll be using. Spend the time to be truly familiar with the material for that week. Remember you are facilitating the group, but you are also a man who can benefit from the sessions. This is true no matter what stage of the journey you are on.
6. Decide on whether you will be using the Google Form Feedback Survey. A sample has been provided in the Facilitation Tools section of this guide. Keep in mind,

these are only suggested questions. You should customize them according to your group process. The purpose of this survey is to obtain honest feedback from group participants on our quality of facilitation and the effectiveness of the resource.

During the Session

1. Welcome group members as they arrive.
2. Sum up the previous five weeks and the work done in that time.
3. Discuss concerns participants may have about walking this new path with the group ending.
4. Encourage group members to discuss what they've learned and what's next for them.
5. Tell the men in your group how proud you are of them, the work they've put in, and the progress they've made.
6. Encourage them to keep working and growing. Remind them what they wrote at the beginning of the group.
7. Read and discuss the text of the chapter.
8. Ask open-ended questions about the video and chapter where appropriate.
9. Provide the link to the feedback survey to your participants and ask them to complete it before your group is finished for the day.

After the Session

1. If you met in person, return the room to how you found it. Make sure trash is picked up, chairs put back, etc.
2. Debrief with your team without violating any group members' anonymity.
3. If you decided to use a feedback survey, determine who has completed the survey from your group and send out a follow up email reminding those who had not. Be sure to use bcc in your email.

FACILITATION TOOLS

Sample Welcome Email

Hey (name),

My name is (your name), and I will be the facilitator for your upcoming *Unraveled Roots for Men* group that starts on (date and time). I am looking forward to getting to know you over the next few weeks.

Based on the size of our group we have decided to go with the _____ session format. We have opted for an introductory session, so in total we will meet seven times. If having an introductory session, the homework for the first session will be the "Introduction" and "How to Use this Book". If not opting for the introductory session, follow the homework instructions further down in this email

Before the group begins, make sure you have a copy of "Unraveled Roots for Men". You can purchase the book from Amazon or download a copy here.

I also want to share with you a link to the Client facing videos we created that go along with each chapter. Feel free to access them here (insert link). It's a good idea to watch the video prior to completing the work for each week. It will help give context to what will be discussed and covered that week.

In preparation for our first week, read up through Chapter 1. Take your time with the material and you are encouraged to highlight, underline and write notes. It's also a good idea to answer the questions at the end of the chapter. Again, take your time and sit with the concepts and ideas in this and every chapter.

Our group will also use Group Guidelines that will inform our time together each week. They are attached here (insert link) and can also be found in the Facilitation Tools section of this guide. I would suggest downloading them and becoming familiar with the Guidelines. They exist to create a space that will encourage open discussion and authenticity. In the first week we'll go over them in detail and will review them as necessary. The following weeks we'll briefly skim over them as a reminder.

The next thing has to do with missing sessions. Things come up. That's the way life works. Our sessions will last for six weeks and each week is crucial. If you miss a week, you and I will schedule time *before the next session* to cover the missed material. If more than one session is missed, we'll have to discuss a different time to start and complete the program.

Communication with the group and in the group will follow its own path. I will send out group texts and emails during our weeks together. Feel free to connect with the other men in the group outside of the sessions, if that's something the participants are interested in. You'll likely find opportunities to encourage and support one another.

As always, if you have any questions or concerns, don't hesitate to reach out. My personal cell number is (insert number). Thank you for being a part of this journey. Looking forward to what lies ahead!

[Sample Intake Form](#)

[Client Group Readiness Assessment](#)

[Sample Group Guidelines](#)

[Code of Ethics](#)

[Signs of Codependency](#)

[Group Feedback Survey](#)

[Facilitator Training Videos](#)

[Client Videos](#)