**Sample Facilitator questions to ask for the CDPs with using the ACT matrix**

**CDP 1**

* What’s your main purpose for coming together as a group? What do you long to accomplish together?
* What gets in the way that others don’t see but you experience privately?
* What do you all see and hear when you’re not working in accordance with your vision and values as a group?
* If the team was functioning in synch with your vision and values as a group, what would you see and hear each other doing?
* What are two goals for getting and keeping us aligned with our vision?

**CDP 2**

* What matters to you as a group about equity and the distribution of resources?
* What gets in the way that others don’t see but you experience privately?
* What do you all see and hear when you’re not working in accordance with your ideals about equity and the distribution of resources?
* If the team was functioning in synch with your ideals about equity and the distribution of resources, what would you see and hear each other doing?
* What are two goals for getting and keeping us aligned with our ideals about equity and the distribution of resources?

**CDP 3**

* What matters to you as a group about the fairness and inclusivity of your decision-making?
* What gets in the way that others don’t see but you experience privately?
* What do you all see and hear when you’re not working in accordance with your ideals about the fairness and inclusivity of your decision-making?
* If the team was functioning in synch with your ideals about the fairness and inclusivity of your decision-making, what would you see and hear each other doing?
* What are two goals for getting and keeping us aligned with our ideals about the fairness and inclusivity of our decision-making?

**CDP 4**

* What matters to you as a group about the monitoring of agreed upon behaviors?
* What gets in the way that others don’t see but you experience privately?
* What do you all see and hear when you’re not working in accordance with your ideals about the monitoring of agreed upon behaviors?
* If the team was functioning in synch with your ideals about the monitoring of agreed upon behaviors, what would you see and hear each other doing?
* What are two goals for getting and keeping us aligned with our ideals about the monitoring of agreed upon behaviors?

**CDP 5**

* What matters to you as a group about having a system for reinforcing desired behavior and sanctioning unwanted behavior?
* What gets in the way that others don’t see but you experience privately?
* What do you all see and hear when you’re not working in accordance with your ideals about reinforcing desired behavior and sanctioning unwanted behavior?
* If the team was functioning in synch with your ideals about reinforcing desired behavior and sanctioning unwanted behavior, what would you see and hear each other doing?
* What are two goals for getting and keeping us aligned with our ideals about the monitoring of agreed upon behaviors?

**CDP 6**

* What matters to you as a group about having a fair and fast system for conflict resolution?
* What gets in the way that others don’t see but you experience privately?
* What do you all see and hear when you’re not working in accordance with your ideals about resolving conflicts in a fair and fast manner?
* If the team was functioning in synch with your ideals about resolving conflicts in a fair & fast manner what would you see and hear each other doing?
* What are two goals for getting and keeping us aligned with our ideals about resolving conflicts in a fair & fast manner?

**CDP 7**

* What matters to you as a group about having authority to make some decisions as a small group within a larger group?
* What gets in the way that others don’t see but you experience privately?
* What do you all see and hear when you’re not working in accordance with your ideals about having authority to make some decisions as a small group within a larger group?
* If the team was functioning in synch with your ideals about having authority to make some decisions as a small group within a larger group what would you see and hear each other doing?
* What are two goals for getting and keeping us aligned with our ideals about resolving conflicts in a fair & fast manner?