

# LEADING HEALTHY GROUP DYNAMICS

Community Group leaders Training

October 18, 2026



**THE GOAL** Not a perfect discussion—an environment where people feel welcomed, heard, and encouraged to grow in Christ.

## 01 Set expectations & rhythms

- Agree together. Clarify confidentiality (with safety exceptions), respect, listening, and room for everyone to participate or pass. **(See examples on the Leader Resource Page.)**
- Make it predictable. Explain the flow of the night; begin and end on time. Revisit agreements when needed.

**SAY** *“What would help make this a place where you can be real and build trust?”*

## 02 Draw out quieter people

- Wait. Ask an accessible question, then leave 5–10 seconds of silence. Quiet does not equal disengaged.
- Create smaller spaces. Try pairs or triads. Don’t put anyone on the spot or require a response.
- Follow up outside group. Build trust one-on-one and gently invite—not pressure—their perspective.

**SAY** *“Every time you share, it adds to the value of the conversation. I’d love to hear more of it in group, if you’re comfortable.”*

## 03 Redirect dominant voices

- Affirm, then open the floor. Thank the person and invite other perspectives without embarrassing them.
- Address patterns privately. Invite them to help you create room for others.

**SAY** *“Thanks for that. How about anyone else – what are your thoughts?”*

## 04 Affirm contributions & guide well

- Encourage authentically. A simple “Thanks for sharing” tells everyone that speaking up is valued.
- Redirect without dismissing. Affirm the willingness to engage—not necessarily the accuracy of the answer. Ask a follow-up or return to the text.

**SAY** *“Thanks for jumping in. What do others notice in the passage?”*  
**OR** *“Hey, that’s a good thought – I’m not sure that’s what the text is getting at, but I can see why you would say that.”*

## 05 Make room for deeper sharing

- Model appropriate openness. Share honestly and briefly; listen without rushing to fix, teach, or debate.
- Notice who is on the margins. Invite different voices; let people pass; honor vulnerable sharing.
- Consider smaller breakouts. In mixed groups, occasional men’s / women’s conversations may help people share and pray more deeply, where appropriate.

**SAY** *“Thank you for trusting us with that. How can we support you?”*

## 06 Handle disagreement & conflict

- Slow things down. Listen, summarize each view fairly, and return to Scripture and the group’s agreements.
- Protect dignity. Don’t let disagreement turn into personal attacks; follow up privately when needed.
- Know when to seek help. Bring serious harm or safety concerns to church leadership through appropriate channels.

**SAY** *“I hear two perspectives. Can we understand each before we respond?”*

## PRACTICE: 20 SECONDS OF SILENCE

NOTES: