



ROCK WORK TRAINING MANUAL

STAGE ONE

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REGARDING PERSONAL PRONOUNS USED IN THIS MANUAL:

You will notice that we are using pronouns for both men and women throughout the document. Sometimes you will see he/him. Other times you will see she/her. This is intentional. It avoids having to say (he/she; him/her) in each scenario. Sometimes it will be in the masculine and sometimes it will be in the feminine.

FOUNDATIONS OF FACILITATING ROCK WORK

QUALITIES OF A MATURE FACILITATOR:

An important note for anyone desiring to be proficient in facilitation: Learning is a process and perfection is not required or possible.

Personal Qualities:

- A lifestyle of growing in awareness of one's reality and taking responsibility for how one shows up in the world.
- A commitment to "letting go" of wounds and false selves and receiving Grace
- A regular practice of being filled with The Source – God's presence
- Does his/her own personal growth work
 - "You can't take someone where you haven't gone yourself"
 - Examples:
 - If you still carry wounds against the opposite gender it will be difficult for you to help others to heal in this same area
 - If you judge/hate yourself or parts of yourself, you will not see clearly how
 - someone else does the same and you won't be able to discern how to lead them out of shame
- Is "present" to self and God – consequently to others (To be "present" is to be aware of who you are and to not be hiding consciously or unconsciously from parts of yourself.)
- Aware and accepting of one's true, broken and false self without judgment
- In order to lead others into reality we must be living in reality – growing in awareness and committed to laying down our illusions born out of our broken/false selves
 - This does not mean being "perfect," but rather being "present" and having a lifestyle of consent to God's presence in one's life – which is transformative
 - "The price of admission to the presence of God is presence to one's self." David Benner
 - Being present to yourself and to God enables you to be present to others, which means you can discern what is going on with others
- Maintaining a centered presence while facilitating/leading
- Anchored in truth and grace
- I have what I need
- I am supported
- Breathe – Prep for Rock Work by focusing on your breath.

CORE PRINCIPLES OF ROCK WORK

- Telling the Story and Being Witnessed
- Confronting the block within
- Make space for Truth – for God by "Letting Go/Surrendering"
- Receive Support
- Own the Truth and be Celebrated

FOCUS OF ROCK WORK FOR THE ATTENDEE

- Getting clarity about the False Self, Broken Self and True Self
- Moving from the False Self and Broken/Wounded Self toward the True Self
- Anchoring the process in biblical principles

ROCK WORK IS DIVIDED INTO THREE STAGES

Stage One: “Hearing the Story and Finding the Part” – Focus is on The Broken/Wounded Self

Stage Two: “Setting up and Running the Process” - Facing the Wound and Emptying out the Messages of The False Self

Stage Three: “Connection and Affirmation” - “The True Self”

CONFIGURATION OF EACH ROCK WORK GROUP (For both MATC and WATC) ● Set up one Horseshoe.

Attendees are in the “top” part of the horseshoe and staff is on the “ends.” Facilitator stands in opening and brings up Attendee to the open end of the horseshoe. ● The advantages of this approach are that everyone can see and hear the attendee. ● Each process will begin with the entire “horseshoe” STANDING. Once an attendee has stepped forward to be processed staff and attendees will sit down during Stage One. After “the Huddle” everyone STANDS until the end of the process. Move the chairs back and out of the way at this time. After the process is complete everyone moves the chairs back into a horseshoe for the next process.

THREE LEVELS OF ROCK INVOLVEMENT FOR STAFF

Based on the number of staffings, Rock Work experience and a staff person’s desire to be involved in facilitating Rock Work we have Three Levels of Rock Work Involvement

Level One: Typically, for 1-3 time staffers and for those who desire a limited role

- Being a Scribe
- Taking Attendee to Sovereign Chair
- Backing up Role Players with “messages”
- Helping with materials, setting up processes and being a part of processes
- Maintaining the appropriate energy (presence, encouraging attendee)
 - Note: There are “training” videos for Level One on the Website which cover most of the above bullet points. The video is 14 minutes long. Please look at this video before the weekend.

Level Two: Typically, for those who are participating in the Rock Work Facilitation Program. This level has a good grasp of the principles of Rock Work and how to set up processes. Initiating and carrying out the set-up of each process involves:

- Becoming familiar with all of the processes and how to set them up
- Giving directions to staff and attendees on how to be involved in the process
- Being conscious of SAFETY for all
- Encouraging the appropriate energy from staff and attendees
- Moving toward becoming an Assistant Facilitator through studying the Rock Work Training Manual and the training videos
- Facilitating processes with the assistance of the Official Facilitator

Level Three: Certified Senior staff person who is going through or has completed the Rock Work Facilitation Program.

- Begins the 1st process and backs up an Assistant Facilitator (if there is one)
- Responsible for overseeing all aspects of the processes
- Has studied and practiced leading Rock Work and is comfortable leading all of the processes in an effective manner to the benefit of the Attendee
- Mentors an Assistant Facilitator (if there is one), but always with the goal to give the Attendee a quality experience. (This means stepping in and taking over a process from an assistant as needed for the sake of the Attendee.)

NOTE: When a person says they don't want to do Rock Work, or they don't have anything to work on:

It is common for this to be the last person to step forward. It is our intention to honor a person where they are at, but at the same time we don't want to sell them short by not pursuing the possibility of doing some process for them.

When a person says that they do not want to do Rock Work respond by saying:

"You do not have to do it if you don't want to."

(This creates safety. Give them space and time to work through what they are experiencing.)

"May I ask you some questions?"

"What's coming up for you right now?"

- Common responses: *"I don't relate to this." "I don't have anything to work on." "I don't feel comfortable (yelling, etc.)."*

As a facilitator we want to listen and respect what they are saying with hope that we can guide them to an opportunity to do some personal work.

The following are some ideas about how to navigate a person's reluctance to participate:

When a person doesn't feel comfortable with the processes: (The expression of anger is a block for some people.)

"It doesn't have to look like anything we have done before. May I ask you a question? Throughout the weekend what has come up for you that you see is an area of growth for you?"

Attendee Answer: _____ (Be listening for something which indicates an opportunity to identify a block and to let go of something.)

"Would you be willing to take a look at that?" If yes, consider a connection process which would guide them through letting go/surrender and receiving from God. (Conversation with God could be appropriate.)

When a person says: "I don't have anything to work on."

"Thank you. I'm curious what false selves have you identified on this weekend?"

Attendee Answer: (whatever false self)

"How does this false self show up in your life, in your relationships?"

Attendee Answer: _____

"We would really like to support you today. Would you be interested/willing in working on that (the false self)?"

If yes, start from the beginning of Stage One.

When a person says, "I just want to grow closer to God." (Or something like that.)

“Thank you. We would like to bless that. I’m curious what are the ways that hinder you from drawing closer to God?”

Attendee answer: _____ (See if you can relate it to a false self or some block in their lives and then ask if they would be willing to work on that. Start at Stage One.)

In the end, if a person says they don’t want to do any work, ask them if they would be willing for the group to “give them a blessing.” (See options for “Giving a Blessing” in the manual.

STAGE ONE

“Hearing the Story and Finding the Part”

The Focus is on The Broken Self (Wounded Self) and the False Self

GOAL for the Attendee

The Goal is to live more fully out of one’s True Self and to experience more freedom from past wounds and/or False ways of protecting the broken/wounded self.

GOAL for the Facilitator

Identify the main part that the attendee wants to work on and hear the story. What happened? What’s the block?

For the 1st Attendee: Facilitator steps up from a centered presence. Stand facing the horseshoe of attendees and staff. Have EVERYONE STAND UP.

MATC/WATC: *“This afternoon we are going to give each of you an opportunity to focus on one issue that you would like support for in your personal growth. It will look different for each person depending on what you would like to address. Our staff is here to support you and you will have opportunity to support each other. Let’s pray. “Father, we ask that you would guide us now and strengthen each one here to risk meeting you in an area important to them. We trust in you and your presence among us today.”*

MATC: *“Some of you are very clear about what you would like to work on based on your journaling and your experience so far this weekend. 1st Man who is ready come forward .”* (Staff claps) (And, “Next Man?” from here on out.) Then, everyone but Facilitator and Attendee SITS DOWN.

WATC: *“Some of you are very clear about what you would like to work on based on your journaling time and what you have experienced so far this weekend. Who would like to go first?”* (Staff claps) (And “Who would like to go next?” from here on out.)

Then, everyone but Facilitator and Attendee SITS DOWN.

Physical Question: *“Do you have any physical limitations that we need to be aware of? (Response) If at any time anything comes up will you let us know?”* (Design the process in Stage Two with any limitations in mind. SAFETY.) (Have the scribe make note of any physical limitations to remind you when it comes to choosing the process in the huddle.)

KEY QUESTIONS

“Based on what you have experienced so far this weekend and through your journaling – What have you identified in your life story that is blocking you from being who you are in Christ? It may be a wound or a false self.”

Listen, with presence, to their story.

(Do not interrupt if they are crying or pausing because of emotion. If they begin to cry and then shut it down affirm them and encourage them to go into it.)

NOTE: WAIT TO PULL OUT “THE PART” IF IT IS A “FALSE SELF” UNTIL YOU ASK THE FOLLOWING QUESTIONS. (We are wanting to determine if the “deeper issue” isn’t a regressed part – mom, dad, etc.)

- *“Tell us what happened.”*
- *“When was the first time that happened?”*
- *“Tell us more about what that was like?”*

POWER PROCESS OR CONNECTION PROCESS? It is at this time that you will discern whether or not it is going to be a Power Process. If it is, then you continue with the following instructions.

It could be a Connection Process if the story fits issues like grief, shame, guilt, trust. **Go to the Connection Processes for instructions.**

Note to Facilitator:

- What is the “Part?” It is going to be a “regressed part” of themselves – Mom, Dad, any person in the distant past OR it is going to be a False Self.
- The “regressed part” is what we are talking about when we ask them to address a “wound.” If you have identified that mom or dad or whoever from the distant past is the “part” the Attendee wants to work on **YOU HAVE THE PART. You don’t need to find a False Self.**
- Examples of “the part:”
 - A wound from mom, dad, sibling, or someone from the distant past which results in “a state of being” such as living under shame, guilt, fear or pain because of “what happened.” **The “Part” IS mom, dad, etc. This is more core than the False Self.**
 - A false self they identify which expresses “a way of being” that defends/protects/provides for the “broken self.” (The Part is Superman/woman, The Bitter One, The Judge, The Passive One...) If a person does not identify a “wound/story” from the past then we ask them to identify a core False Self – how they “do” life.

PULL OUT THE PART:

Note: If an attendee presents several blocks/issues and you as the facilitator believe you have identified the main/root one it is sometimes good to ask the attendee before setting up the process if that is what they would like to work on this morning.

- *“You have identified a few things that are significant to you in your story. Which one would you like to work on the most?”*
- Or, *“It seems that _____ (history with parent for example) is still a significant issue for you. Would you like to work on that?”*

THE GOAL IS TO ALWAYS FOLLOW THE ATTENDEE. DO NOT LEAD HIM WHERE HE DOESN’T WANT TO GO OR WHERE HE HAS ALREADY DONE WORK (in his mind).

NOTE: If you are having a hard time identifying the “Part/Wound” then Huddle with the team to get clarity and return to the attendee with any clarifying questions.

ONCE YOU HAVE IDENTIFIED THAT THE PART IS A REGRESSED PART OR A FALSE SELF THEN PULL THAT PART OUT AND HAVE THE ATTENDEE ADDRESS THE IDENTIFIED PART FROM NOW ON.

(It’s fine to repeat these questions now that they are talking to the part.)

- **If it is a regressed part:** “Tell _____ what happened?” “Tell _____ what it was like for you.”
- **If it is a False Self:** “Tell _____ (name the False Self) what happened that you created it. Tell it what it is like to live with it in your life.”

“What are the messages, spoken or unspoken, that you got from your _____ (regressed part)?”

OR

“What are the messages that your False Self says to you – about you?”

(You will come back to these messages in Stage Two.)

“Tell _____ what he/she/it has cost you.”

“Tell _____ what the impact has been on your life, your family’s life (spouse, children).”

Listen. Be present to the attendee and REMEMBER WHAT THEY SAY. You will need to say back to the attendee a summary of what they just shared when you ask the metaphor question.

Metaphor Question

When they have finished – ASK THE METAPHOR QUESTION

“What’s it like on the inside to _____ (say back what they said in response to the questions above)?”

(DON’T just say “What’s it like on the inside?” **AVOID saying**, “What does it feel like on the inside?”)

- Listen for a metaphor: *“It’s heavy. I’m stuck. I’m pulled in different directions. I’m weighed down.”*
- The Metaphor gives you direction about what process to choose for the attendee.

If they do not give you a clear metaphor then **ask them a “leading question”** based on what you sense they are experiencing: *“Is it like you are stuck (are held back, feel crushed in life, pulled in different directions...)?* (You are thinking of possible processes that would fit their story.)

PRAYER

Simple and brief prayer for God to meet the attendee. (Don't go into detail about what the attendee shared.)

GAZE

Have an attendee who is NOT an actual Role Player hold the attendee's gaze while you huddle. Keep at least one to two staff people in the room with everyone. Ask all the attendees to stay in an attitude of prayer for _____ (the attendee). In silence.

For the 1st Attendee on the carpet: *"Some of the staff are going to take a few minutes aside. During this time, please maintain silence in an attitude of prayer and support for _____."*

HUDDLE

Three Things That Need to Happen Now

- Decide the Process and instruct Staff on Set Up (See Instruction Sheet for each process)
- Prepare to pull out a Positive Part (This is a part of the attendee that will encourage them.)
- Prepare to possibly pull out a loved one to fight for (not always the case)

When to Choose an Anger/Power Process:

- When the attendee has already expressed anger about a wound
- When the attendee needs to get rid of negative messages

When to Choose a Connection Process: When the attendee is -

- Carrying a lot of sadness or grief
- Carrying a lot of guilt/shame
- Carrying the weight of Christ to serve and carry the burdens of others and the world
- Death or loss of a loved one
- Lack of Trust
- Stuck in their relationship with God (anger, frustration, can't hear from him...)
- Need to grieve a lost part of self (divorce, body changing, age related)
- Fear of connection with others
- Illness of a loved one, ongoing pain of a loved one (relating to the need to entrust God with this loved one)
- When the person does not want to do an anger process (sometimes they will tell you this when you check in with them)
- When the person is not connecting to anger, but more so to sadness and grief

RETURN to the Attendee

Check In with the attendee: *"How are you doing? What's coming up for you right now?"*

Facilitator: Pull out the Positive Part and get positive messages. (See BELOW)

Support Staff: Instruct the Staff and attendees on Set Up of the process chosen for the attendee.

Staff: Once the Facilitator has asked the Attendee to pull out a "positive part" do the following:

- Set up the process: This needs to be done with the attendee not observing how it is set up.
- Follow instructions on how to set up the process (See “Instruction Sheets”)
 - Staff gets the Materials ready
 - Staff Instructs all participants. BEFORE the process begins the staff instructs role players and participants on how to carry out the process
 - SAFETY (Remove glasses, belts – as necessary, involve attendees who are physically capable of being in the process.)
 - SHOW them how it is set up (don’t tell, SHOW)
 - Instruct about when to “let the attendee” through/free
 - Examples:
 - “Let him through/free when we tap you on the shoulder” (for most processes)
 - Any staff that is not part of the process should model support (Clapping, verbal encouragement)
 - Place any “Positive Part” in the appropriate place – typically set them “behind” the process, but still where the attendee can see them.

Pull out the Positive Part of the Attendee

Facilitator: Identify the Positive Part(s) that the attendee will connect with during or at the end of the process.

Ask the Attendee: *“As you deal with this block _____ and overcome it in this moment, how will you be different? How will you show up in life as a result?”*

Have the attendee NAME this part of himself. *“What would you call him/her?”* (Ex. The Loving One)

Explain to the attendee: This part is the part of himself who has what he needs. It is the part that he longs to be. It’s their Their True Self (Examples: the confident one, the secure one, _____) OR it could also be God. It will always be a part of themselves (which God is too, in that it is Christ in them).

Important: If you sense that he really needs to connect with God rather than a part of himself, ask Him *“Where is God in all of this? Would you like to connect to Him?”*
“Who would you like to pick to be _____? Someone who holds the heart of _____?”

MOVE THE ATTENDEE OFF TO THE SIDE OUT OF VIEW OF STAFF WHILE THE STAFF SETS UP THE PROCESS.

Ask the Attendee:

- *“What would (the positive part) _____ be saying to you to help you get through this block? They could be the words/truth that you have always wanted and needed to hear.”*

- *If it had a color, what color would it be?* (Drape the role player in this color.) ○ Note: These are always POSITIVE messages. Examples: “You are strong. You can do this. I love you.”

Tell the Attendee: *“This part is already in you (if it is not already God). It is really your truest self in Christ.”*

Note: Some people may still have a hard time coming up with the positive messages. Another question to help them could be: *“These are the messages that every little boy/girl longs to hear. It’s what you have longed to hear since you were a child.”*

Get the positive messages BEFORE you BEGIN the process.

Note: Adding this element to the process makes the process more meaningful and helps the attendee to complete their work by connecting to the true self, to God or to loved ones.

Pulling out Family Members, Loved Ones, or Younger Self and getting their “Wants” Why pull out Family Members? This is who they are “fighting for” and it motivates them to deal with the negative situations/messages in their lives.

You do not always have to do this. Do this especially when the attendee doesn’t seem to have the strength to fight for himself OR if he is not connecting with his strength to “break through.”

Whenever you would like to pull out a family member or loved one you will be looking to get clear, concise WANTS directed toward the Attendee who is being processed.

Examples: “I want you to love me, I want more time with you. I want to feel safe.”

THEY ARE ALWAYS POSITIVE LONGINGS and non-judgmental.

Note about Pulling out Family Members:

With this new approach of doing Rock Work in just One Small Group we may not have enough people to run the process AND to have more than ONE Family representative. Ideally, we want to be able to pull out both spouse and child(ren) but this may not be possible. If there are enough people to represent children – pull out one person to be ALL of the children – name them.

TRANSITIONING TO THE PROCESS IN STAGE TWO - The Facilitator needs to get the Attendee ready for the process by making a link between what the Attendee shared in Stage One with the Process in Stage Two

Facilitator says a Transitional Sentence:

(Don’t describe the process to them in detail simply make a connection between what they have shared so far and the nature of the work they will be doing.)

Example: *“You shared that you are feeling _____ (crushed, blocked, stuck, powerless....) by _____ (The Part: mom, dad, the judge, the controller, you having to be superman.....). We are going to give you an opportunity to look at this and to make a choice about it. Is that okay?” You can also add if you like: “It’s as if we are going to take the story out of your mind and show it to you.”*

To the FIRST person in the Group who does his/her Rock Work: (To only the first person because we are just giving the group an understanding about why we are going to be doing what we are doing this afternoon. It only needs to be said at the beginning.)

“Today we are giving you an opportunity to tell your story and to show it to you and to invite God into it.”