

This typology is to help seminars in self-evaluation, so they can better put what they're *doing* in the context of what they *are*--so as to (1) redefine what they are, or (2) refine what they're doing, or (3) change what they're doing. The group-dynamics principle involved is the intercriticism of type/action (1) to avoid unproductive pulling and hauling as to "who we are" and "what we're supposed to be doing," and (2) to achieve (a) better interrelationships and (b) closer approximations to goals/objectives....Jargon aside, it can help if a group negotiates/renegotiates its purpose (function-structure-"type").

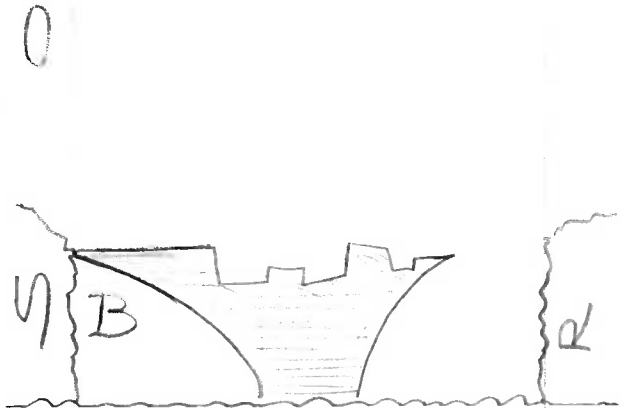
#### A. ACADEMIC SEMINARS

As the drawing shows, the subject here is, or is within, some academic discipline. Or it may be interdisciplinary. A traditional picture here is the balance between "person" and "task": an academic seminar focuses on the fulcrum, the academic discipline(s). Here, I use the middle-pier bridge (as the ancient Roman bridges at Heidelberg).



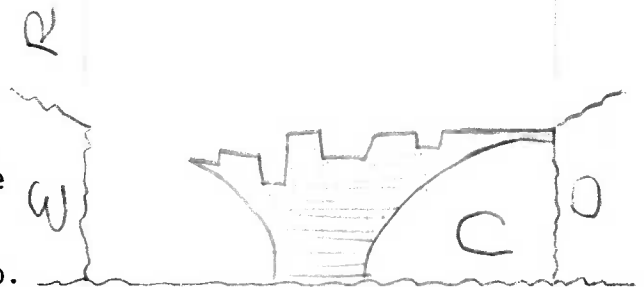
#### B. PERSONAL-CLINICAL SEMINARS

Group therapy is an instance. The focus is on the person, to further the person's development-growth-health-healing-relating. All seminars should be "human" enough to give some personal attention to each member; otherwise, why "seminar" (small) size? ....A further flexibility: "growth" seminars should occasionally be "therapy" (or, if one has a professional taboo against that Greek word in a "lay" context, "healing")....Sick and hungry persons will tend to suck any seminar, no matter the type, into their "personal problems."... Narcissists will try to bear-trap any group into excessive attention on them.



#### C. WORK-CLINICAL SEMINARS

A clergy continuing-education group is very apt to give itself almost entirely to ministerial "how to" do "what" unless it chooses to be, or drifts into becoming, a personal-clinical seminar. My experience of clergy C.-E. is that these groups are awkward at balancing the person/work factors, though there's strong desire to do so.



#### D. INTEGRATION SEMINARS

A three-way balancing act (to use a different analogy)! The whole bridge, each pier self-integrated and integrated into the whole. Requires high sophistication, detailed and continuous negotiating, firm leadership, vigorous participation on part of all. This type usually breaks down into a simpler type, or just into chaos.

