

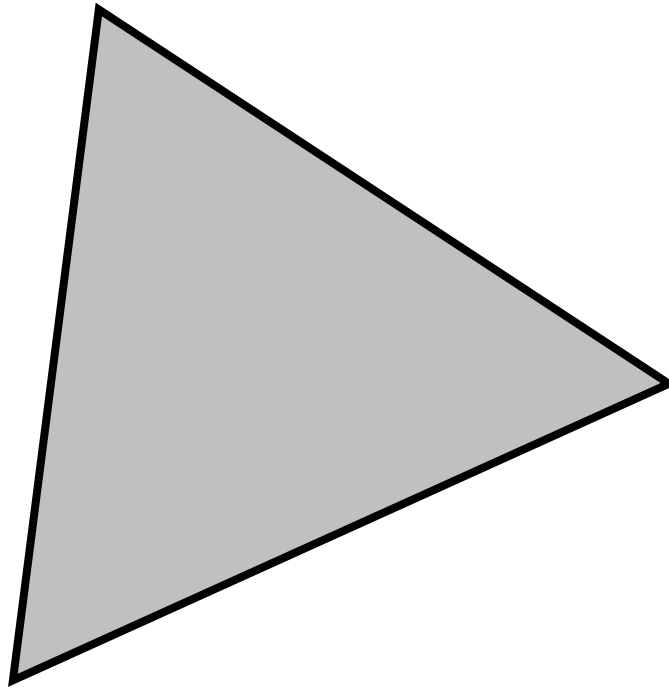
The Participation Triangle

Think of *participation* as one point of a triangle with three equal sides. The other points are *meaningful decision making* and *sense of ownership*.

Participation

Regular, active involvement in the group or the project.

Change in ACTION.



Decision Making

Having a role in making decisions for the group or project.

Change in AUTHORITY.

Sense of Ownership

Having a sense of belonging, accomplishment or pride in the group or project.

Change in ATTITUDE.

Increasing any point on the triangle also increases the other two: for example, increasing a person's involvement in making decisions also increases their sense of ownership, and thus their level of participation.

Limiting any of the three points also limits the other two: for example, if a person isn't given the opportunity to feel much ownership of the group or the project, they are unlikely to participate much and they will not be effective in a decision making role.