



An Invitational Education *Member Resource*

Title:	Levels of Functioning
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Type of Activity or Resource:	Mini-lecture; individual activity; group activity
Objective:	<ol style="list-style-type: none"> 1 .To examine the 4 levels people function both personally and professionally 2. To allow participants to recall personal experiences in which they were invited or disinvited.
Recommended Age Group:	Upper elementary, middle and high school students Adults in all professions
Materials Needed:	Paper,pencil, levels of functioning handout
Time:	Mini lecture—10 minutes; completing handout 15 minutes; processing/sharing—30 minutes
Additional Notes:	Adapted from William Purkey’s model of Invitational Learning

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Objectives:

1. To introduce the participants to William Purkey's model of Invitational Learning
2. To allow the participants to recall personal experiences in which they were invited or disinvited.

Procedure:

1. Deliver the mini-lecture, "Four Levels of Functioning."

Mini-Lecture:

Four Levels of Functioning

Invitations are positive messages and signals used to communicate about our capabilities, our values, our tendency for responsible behaviors, and our basic dignity as unique human beings. Disinvitations refute these values. Typically we function personally and professionally at four different levels.

- **Level One—Intentionally Disinviting:** This is the toxic/lethal level. This is to be ugly, cruel, demeaning, insulting, racist, and/or sexist and know that you are doing it. Some examples are: "Shut up!" "I told you so." "You'll never make it."
- **Level Two—Unintentionally Disinviting:** This is to be hurtful, cruel, demeaning, racist, and/or sexist and not know it. Some examples are: "It's easy, you can do it!" "I'm punishing you to make you work harder." "I'd like to talk, but I'm real busy."
- **Level Three—Unintentionally Inviting:** This person functions through trial and error; the domain of the natural born teacher, helper, nurse. Sometimes inviting, sometimes not.
- **Level Four—Intentionally Inviting:** This person assumes the invitational stance of Trust, Intentionality, Respect, and Optimism and invites dependably.

Examples are:

"I love you."

"I know it's difficult, so we'll work at it together."

"Sure, I have time to listen."

2. Distribute the handout "Levels of Functioning." Allow the participants 15 to 20 minutes to complete.
3. Ask the participants to share their answers to each question in the small groups.

Suggested Questions for Processing:

- A. Can all behaviors be categorized at one of these levels? Why or why not?
- B. Do you feel all persons function at each of these levels?
- C. At which level do you typically function?
- D. Is it realistic to think we can function at the intentionally inviting level?
- E. Do you think it is helpful to look at behaviors on a continuum? Why or why not?

Levels of Functioning

1. I was once *intentionally invited* when

2. I was once *unintentionally invited* when

3. I was once *unintentionally disinvited* when

4. I was once *intentionally disinvited* when
