

Example #2:
Staff Group in Major Transition

Purpose and Overview:

This circle is an opportunity to discuss the recent events around a major transition in your group. We recognize that this event has been difficult for many and led to the development of internal conflicts in your group. Throughout this conversation we hope to air those concerns and discuss pathways to better supporting each other in this time of transition.

Setting the Space and Explaining Guidelines:

- While we can bring thoughts and ideas out of the circle, please leave people's identities and experiences in the circle.
- Speak and listen with care and respect.
- Sharing space/giving space
- Coming in from the personal/emotional; not the academic, not the theoretical
- If you're not ready to speak or do not want to share, passing is okay. We can come back to you if you'd like to speak later.
- Please be respectful of others' time. Sharing the time and space equitably is a core tenet of Peacemaking.

Opening Moment of Reflection

Round 1: Introduction/Values Round

What is one of your core values? Can you share a short story of how you learned this value and/or who taught it to you?

Round 2:

How might these values guide us towards collective action and mutual support in times of transition?

To answer this question, you might think about:

- a. How can we support each other and community in changing times?
- b. Ways that we can take advantage of skills/leadership that exist on this team
- c. Opportunities for supporting teammates or ways that we would like to be supported

Round 3:

What barriers are stopping you from realizing these values and collective action?

Round 4:

Use this round to reflect on the responses and experiences of others in the group.

You might think about:

- a. What resonated with you?
- b. Did you learn something new about a fellow participant?
- c. What questions do you have?

Round 5: Transition Point/Closing Out

What might next steps look like after we leave this circle?

Closing Moment of Reflection