

## **Sample Trainings: One-To-One Training**

A sample training linked from the [Fossil Free USA Campaign Strategy Guide](#)

Here a training to introduce people to affective organizing one-to-ones! [As touched on](#) in the strategy guide, strong one-to-ones are integral to campaigns.

## **One-To-One Training**

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### *Key Learnings:*

- Understanding that each other stake/vision/role in the work is critical for our ability to build together as organizers
- One-to-Ones are a critical way to uncover these pieces of each other.
- One-to-Ones should be filled with curiosity
- Building power is about building relationships; 1:1s are an effective tool for building relationships
- Storytelling

### **Opening Game (5 min)**

*Purpose: Should get people directly looking at and engaging with each other*

Example: Scream face game

- Ask the group to stand in a circle and look down at the floor. On the facilitator's count to three, each participant raises their head and looks at another person. If two people make eye contact, both scream and put their hands on the cheeks (Home Alone-style) and are effectively "out" of the game. Continue until there are only a couple people left.



### Contextualize the workshop (2 min)

- Facilitator says in their own words "This workshop is going to be digging into the importance and craft of deep relationship building as an integral part of organizing. This is meaningful to me because..."

### Mingle (10 min)

- Goal: Getting people to continue (or start) sharing about themselves and their feelings.
- Mingle questions:
  - Share a hope you have about the climate justice movement
  - Share a fear you have about the climate justice movement
  - Share something that makes you angry in the context of the CJ movement

- Share something inspiring about the movement

Bring group back together with song or chant (5 min)

- Ask folks to sit back down in a different place if they seem to be grouping into cliques.

Closed Eye Exercise on Active Listening (\*Experience)

- *As a facilitator you will lead a close-eye exercise where participants reflect on active listening*
- Ask participants to close their eyes for the next 2 minutes. Treat this piece as a mini-meditation. Keep your voice soft, calm, and exploratory. Ask questions that get participants to delve deeper into their experience:
  - Where were you?
  - Who were you with? Why did they matter to you?
  - What was this person talking about?
  - Why did you listen so carefully?
  - How did it feel to listen to them?
  - What was happening in your body as you listened to them?
- Bring people gently back from having closed eyes & ask them to get into pairs.
- In pairs answer the following questions to reflect on the previous exercise (\*Reflection)
  - Each person gets two min to answer the question. Encourage people to listen actively when they aren't speaking and to ask elicitive questions that draw out the other's experience throughout. Repeat with both questions.
  - Question1: What did it feel like to listen to this person? (5 min)
  - Question 2: What did you do to listen to this person? What did it look like for you to listen to this person? (5 min)
- Bring the group Back together

### **Create List Reflections From Group**

\* Generalize

- Ask the group what it means to actively listen to a person (10 min)
  - Write a list of keywords that come out on a flipchart as people share
- After the list is created title it "Qualities of an Effective 1:1"
- Then ask "Is there anything you would add to this list"
- Close by saying this in your own words "a meaningful 1:1 conversation means that you are actively listening to the person you are talking to"

### **Modeling a One-to-One Conversation**

- Say in your own words "One of the best ways we can learn how to do 1:1s is to watch it being done. I am now going to do a live 1:1 in the front of the room."

- Pick a person from the group and ask them to come to the front.
- Have 2 chairs set up at the front of the room so participants can watch.
- *Facilitator note: make sure that to pick this person beforehand, check in with your training team about it, and check in with the person especially to get their consent*
- Lead a 20 minute One-to-One in front of the room (20 min)
  - Ask curious questions to really understand the participant's *Stake; Vision; Role* in the work.
- Debrief with the person in front of the room (5 min)
  - What was that like for you?; Do you feel like you began to build a relationship with me?; Did you learn anything about yourself?
- Debrief with the room (10 min)
  - Noticings from the room with elicitive questions from the facilitator (10 min)
    - What did you see? What surprised you? Did you learn anything about either person?
- Add to list of qualities of an effective 1:1 (5 min)
  - List of Qualities:
    - Curious; Non-judgmental; Patience; Courageous; Asked questions but didn't dominate conversation; Doesn't last for forever - limit to 30-45 min
    - **Might not come up so add: Uncover Stake/Vision/Role; Courage to ask questions; Relatively one-sided - you ask the questions and listen!; Face-to-face**

### **Practice a One-to-One with a Partner (35 min)**

- Directions: Find a partner who you don't know (well) and practice a 1:1!
- You have 5 min to find a place and about 15 min each to do a One-to-One

### **Debrief as a full group (20 min):**

- Ask how that was for the participants; get a couple pairs to share
  - Ask elicitive questions to draw out experiences
- Ask: Why are 1:1s important for our organizing?
  - Building relationships = building power; allow us to feel connected to others; importance of storytelling
- Ask if there are any remaining questions that people have and answer them!

### **Closing (5 - 10 min)**

- Close in a way that people feel connected to one another, like a song or a feeling word go-around (5)
- Optional: Before closing create one-to-one goals with participants (5)

- Prep: Create accountability flipchart beforehand
- Go around the room and ask people how many one-to-ones they want to commit to in the coming week or month (facilitator set time period depending on context)