The current format of the Win-Win Workout

Our current Win-Win Workouts, be they face to face or online, are open to all. The people who turn up may represent all the main points of view on the topic, or some, or only one. We don't know. Yet our intent is to find aims that would be shared by people from across the spectrum of views.

How to reconcile these two facts? We do it by asking our participants to take on a role, to play a character. We chose six roles from across the spectrum; usually three women and three men. Sometimes they are well-known, sometimes not. We provide a couple of hundred words about who they are and what they think about the issue.

For example, we had an event on the topic of "Psychedelic drugs are banned in the UK. Should that change?" Two of the characters with contrasting views were:

- Ben, who appeared in Michael Pollan's Netflix Documentary 'How to Change your Mind', about psychedelics.

My aim: *"People suffering from mental health disorders should be given the opportunity to use psychedelics in a safe environment."*

- Joanna Moncrieff, professor in Psychiatry at University College London

My aim: *"Alternatives to psychedelics such as being in nature, meditation and doing sport, should be the first choice in dealing with mental health issues."*

We suggest what each character's aim might be, such as the two statements in italics above. The participants who are taking on that role can adopt it, or adapt it. Each aim is then presented to all the other participants. They judge whether or not their character can accept it. If an aim is not acceptable to everyone, the whole group works together to see whether it can be made acceptable.

Sometimes, an aim can be made acceptable to everyone simply by adapting it slightly. That below had 'language' and 'in a non-coercive way' added, so that it worked for all.
- Help refugees to preserve and enrich local culture & values (including language) in a non-coercive way

Sometimes they simply need to be clarified. This is from an event on Low Traffic Neighbourhoods (TNs): the original version on the left evolved into the explanation on the right.
- LTNs have to be fair >> Those most disadvantaged at present should not suffer more

Sometimes, though, finding a shared aim involves going deeper. People ask the question, "Why is this aim important to my character/me?" Here's how two of the aims evolved in the LTN event:
- We need to reduce air pollution >> Protect asthmatic children overall
- Reduce congestion >> Reduce journey times for buses

We also give people the chance to add their own aims, to sit alongside those of their characters.

At the end of this stage, there is a set of shared aims that is acceptable to all the characters.

The final stage of the event is to seek solutions to the issue that achieve those aims. Sometimes we get experts along to help us.

Here are a couple of examples, from an event on refugees:

- (Aim) Help refugees make a net contribution to the society they move to
- (Solution) Migrants able to work from day 1 – e.g. provide temporary National Insurance number

- (Aim) Establish/maintain oversight of who is entering and leaving the UK at its borders and be able to control overall numbers within international law
- (Solution) Introduce ID system

That's quite a lot for two hours!