

Transcript 3: Empathy Circle - Facilitation Training,

we're recording

this is April 14 and this is the second session of our empathy circle facilitation training

Participants

1. **Karolina** - Poland I am a member of global support regenerative cultures working group and also empathy circle team
2. **Marta** - I'm from Portugal but I'm based in Cork in Ireland and I suppose I do various things with xr but more recently I've been very focused on these empathy circles and trying to spread it.
3. **Martin** - Martin from Norway right now I'm in XR Denmark but kind of the same in doing some work with empathy circles in Norway online since I started with Edwin in February. I'm having about 12 online cafes with different groups an ex are in Norway during March and April
4. **Jackie** - I'm from Sydney regenerative culture working group and we are exploring and rolling out lots of different online types of support so the whole bunch of we saw a few of us anyway have done this this training so that we can better support our extinction rebellion groups over the next little

We've put together some considerations on what is the essential thing to know about when you start thinking about facilitating empathy circles and what is this empathy cafe and empathy circle thing.

- **About Empathy Cafe** An empathy cafe is nothing but a whole bunch of empathy circles running alongside each other. So you've got a host that hosts the cafe and they explain the method and there's a run of introductions with everyone in the same room from then whether virtually or in person people
- **Topic or no Topic**
 - An art to get a good topic
- **Record or not to Record**
 - Pros and cons of recording
 - Get consent that there is a recording. Have it in the event notice.
- **Turn Taking**
 - 5 min or 4 min
 - Different criteria
- **Preparation**
 - **The space**
 - Background noise
 - **The state of mind**
 - Getting grounded
 - **[get a precircle - get a dose of empathic listening)**
- **Empathy Circle Facilitator Script Template**
 - **[Need a first training for just the empathy circle,, ie not the empathy cafe. I think we need a full initial training on the empathy circle. A second and separate training on for the Empathy Cafe]**
 - The various benefits of the facilitators outline script.
- **[like the back and forth between Marta and Karolina**
- **Importance of a Support Group and Team**
 - Marta likes having a team, a community, and support.
 - Having this group of people that understand you, Know what you are going through. To be able to share what you are going through.
 - The larger vision team. We have a communal direction.

19:00 - Empathy Circle: Our motivations, learnings, worries and thoughts?

Karolina

- Aspect of the Empathy circle. Can talk indirectly to someone.
- You have a chance to respond to someone or not. I see it as an element of mutual respect.
-

30:00 Martin

holding circles for supporting people who are isolated at home. Not about conflict, but more about storytelling and coming up
Have a theme around activism. There is a need for gratitude work. For people to
Opening up to other people. It helps the energy. To get into a grateful mindset and group energy.

34:00 Jackie:
Motivations for this work.

For XR movement there is a need for this kind of work because Sydney and Australia have experienced trauma.
Want to offer support for people being able to express their feelings.

Personally: I have a young family, and would appreciate a place to share and talk through these feelings. This can help others in Sydney regen.

Empathy Circles hold conversations differently. They don't ask you to speak or offer advice. I think that is something different. There is something about having a sharing circle with people that you don't know that is useful. It adds a different element that is supportive. It's something else to talk with a parent or a friend. It's something else to express something to someone that doesn't have a buyin to your life. It's more objective.

42:20 Karolina
Every facilitator has their own style of facilitation.

- Note:**
- **Let people know that the empathy circle acts as a gateway or a foundational practice for building more empathic cultures. We want to support creativity and innovation for adding ideas and practices to this foundation.**
 - **How to effectively capture, document and harvest the insights about the Empathy Circles that arise from different places and organize it in a way that is helpful for others? I really struggle with this.**
 - **I tend to create a lot of notes but do not do much if any thing with them**
 - **Rose and Empathic Inquire capture the ideas and sorts them into a report. But the report is often not very useful and can look dry.**
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split into smaller rooms or breakout
groups each with their own facilitator
and so they spend the bulk of the
empathy cafe really sharing empathy
circle style in those breakout rooms in
groups of 3 5 and then everyone comes
back together into the main room or into
the main circle to share what their
experiences were like when thinking
about you know arranging booking and
empathy cafe a really important thing we

found is to decide to have a topic or not to have a topic say and even you know so if you don't have a topic it's very open it means people can share about the invitation is directly to share about what's going on with you at the moment whereas when you have a topic depending on how you frame it you're you know in and the way you advertise it yourself to selecting a bet who comes and so it's thinking about who is your audience and how do you want to frame it I find myself it's very useful to frame it as a question because people sort of engage with a question a bit more in a statement but really it's just this thinking about what you know what am I invited in and is the language of the vocabulary I'm using as well like you know is it it does it have any political connotations or is it sort of inviting enough and then the other thing as well is to record or not record is a big I mean very often I've started off thinking I would record a meeting and then someone asked they wouldn't and actually it was quite important for them that we didn't because that just meant that they felt freer and there was a different depth of sharing and sometimes if it's a strategic you know for visioning or for strategic thinking or brainstorming together it can be quite useful to record because then they're recording you can then you know even privately but you can put it onto YouTube and get a transcript or written transcript out of it that you can use as notes because it's like you have minutes from your meeting without actually having had to put any extra effort into that so that's useful and then as well thinking about and really be mindful of consent when recording I'd say that's you know let me let people know in the advert beforehand that that's an intention or a request of yours you know might have to change it but that's your request and and so that people come on and they know that that's going to be requests going to me rate of them and then really check for a consent you know that people are agreeing and and that they're not just going along because they feel somehow worse into it and then usually we go for five minutes you know like in a group of four or five people we do five minutes shares but there are there might be situations where for one reason or another you have larger groups and you might have to cut it down to four minutes or three minutes you know or or if people like at the moment we're doing it with this group and they only have one hour and so we do it you know

we might do shorter turns as well to accommodate the amount of time that they have okay I would like to say a little bit about preparation to the facilitation so there are two aspects of our preparation there is we have to prepare the space we do amputee circle and also I would say stay of mind we have to prepare ourselves so our experience is that it's very very important to choose calm place and background my background is not that calm a lot of books there but it's still not moving there is no any person behind me which is very important no other person behind us even if this person is sitting calmly it's all always distraction there is somebody there and it's always distraction for other people and the same situation when we do and participial on in person when we meet somewhere we have to choose quiet calm place with no distractions so everyone can focus on each other without being distracted by the background either images or either other people or or especially noise because it's very distracting when we we should take her and try to avoid background noise it's very important and we have this rule of muting ourselves when we are online when we don't speak and sometimes it might be difficult because we are joining the meeting from quite noisy place we still care about it and we try to minimize the impact of our background noise this is very important for good mutual hearing listening to each other another thing is preparing ourselves to the meeting and every one have to has to find his or her own way I can share my experience my experience is that I I need to that for me is good to sit down for a while sometimes when I'm very agitated even do a little meditation or breathing exercise so I settle down and I have spent a few minutes thinking while why I am here what I'm doing here what I will do for next two hours what I want to achieve what is my purpose and what kind of person I want to be during this meeting that kind of frame frames me and helped me to facilitate the meeting when I don't have enough time to do that I always feel kind of distracted during the meeting and I believe it impacts other participants so I'm trying to frame myself to to prepare myself to the meeting and everybody has to find his or her own way to do that but I believe it's very good to do that to have such practice before the meeting and next thing I would like to do is to show you

a template of our empathy circle we have
template we use preparing to different
meeting meetings and we use this
template and we edit and we add to this
template our own elements everything we
see useful this is the the pure template
I will share the screen now with you so
you can see that this template and we
will send you this template in email so
you have it and you can use it to create
your own your own scripts for meeting
this is very important and I think we
think it's useful for you I hope you see
my screen do you see my screen
okay so this is the template a short
outline what is in it and we start with
press start preparation when we go
online because this is actually for
online meeting but it's quite similar to
the situation when we do that in person
so people arrive and we have some points
some types tasks to to to do before we
started the meeting then we have some
explanation about recording then we
start recording or not depends on the
meeting and as you see in this template
we have written the whole text we could
say we never read this text never ever
but we have it so we feel more
comfortable more confident sometimes we
can lose thread and it's easier to to
find ourselves in a meeting okay I'm in
this point of the meeting I am in this
step next step is I see immediately next
step so it's easier for me to find
myself during the meeting
next we have short introduction as we
did in our meeting here you have
explanation of amputee circle the method
because we usually have newcomers in our
meeting so we have it in our in our
script and then we have the main part of
the meeting the topic and obviously we
have the information that everybody can
share what whatever is alive for them
and all the elements of the meeting are
in the script so it will be useful and
this is the the basis for your own
templates for your own meetings you can
use them to create your own script to
add whatever you feel is necessary in
your script ok so I will stop sharing
now stop sharing ok and back to you
water
yeah
[Music]
so I suppose one thing that you know
when I was thinking about what what is
the most important thing for me about
empathy circles and I suppose it depends
a bit if you're more experienced
facilitator or if but for me it's really
having a support group doing it as part
of a team for me has been really
important and so I suppose the

invitation that we try to is that it's really important when doing empathy circles to model the the principles of the practice you know this empathy and the mutuality and the sustainability of it to model it in the facilitation as well so you know I I'd be so for me how this claim was I started going to him to Edwin circles and then I started co-facilitating and then I was part of the team and anyone facilitating empathy circles anywhere is always welcome so on Fridays for example we have and writing evening to it unfortunately Jackie it's at a time that is really early in the morning for you guys like Leona sometimes makes it but it's very early and so it's it's having an empathy circle facilitator support team that meets regularly on hold space for each other and and ideally we'd all find that in our national groups or our local groups as well because it's having there's various layers to it one is having this group of people that you feel they know what you're doing they understand what you're going through and and so it's like emotional support it's practical support it's an opportunity to after you finish each empathy circle to have a quick a quick check-in how was that for you a debrief a feedback opportunity as well like today it didn't really and you have someone that you've built a relationship with over time or a group of people and that just means that if they give you criticism you know constructive criticism you'll be happy to have it like you know so it's really trying to model in the way we organize the practice as well and and so with this group that we have with Edwin and the others it's also we we also have this these meetings we're not as often as we probably should but where we have this visioning of like what are we each because we all have our projects and the different countries we are what are we trying to achieve as individuals how does it fit in and what is our vision of future with each other so independently of the ongoing empathy circles there's this sense of communal direction and how do I fit into this so yeah so there's all those layers to having so I really encourage and I'm so happy that there's a whole bunch of you learning together in Australia as well cuz I'll give you the opportunity to build those relationships so yeah and so Karolina also had mentioned that each facilitator has their own way of doing things and that is very true and you'll find your own you know once I'm sure as well and

it depends on what other experiences as facilitators you have because that comes in with you all the other bits anyway so as well it's because sometimes challenges will happen not every you know you'll have days when you're facilitating and it's really difficult because there's someone there new and and you need to make them comfortable and insist with them and give them examples on how the you know so they're struggling with reflection and you're giving them more support so it's good have someone that can tell you oh you could have done this or next time or or even someone to go facilitate if you're feeling a bit fragile on a day and so there's many challenges and we've put together a list that will send of all this different information but rather than talking about it what we thought was that we have an empathy circle because you know from all our experiences we could just talk about them and share that way so the invitation for the empathy circle today is that we talk about our motivations about being a facilitator and any apprehensions we might have you know thinking about doing it forward and any thoughts on what are like the main important things that you've learned in your experiences of doing it so far as well no I think we can start our important circle so we will be sharing some our experiences and ideas if you have any experience you can share also it will be educational for all of us and you can share your worries your thoughts how do you feel your motivations about facilitation so let's start and as usually we will model Mata okay the process might be first speaker okay would you be my first listener okay to timing I have okay five minutes okay so before I start before I before I start talking about facilitation I would like to mention some aspects of amputee circle itself and it is important to realize that we can speak to someone else when we share our thoughts and we discuss with another person so we can discuss indirectly in empathy circle I might for example I may disagree with Marta but I will be speaking to Martin or to Jackie explaining I'm sorry Marta it's a lot of background noise from your side with your you you using it stopped oh yeah yeah it's talking so I might discuss something with Marta or Martin oh let's say I'm talking to Marta but I might discuss something with Martin or Jackie so I will share my thoughts indirectly that's very

important thing we don't have to speak to the person we discuss we we are disagree for example or agree we can speak to somebody else and share our thoughts this is very important I stopped that because it's a long okay sharing I think that is interesting to you and you find different about empathy circles is disability to speak to someone via someone else so you're you're sharing something about a conversation that is going you know between you and someone else but when you're sharing and your listener is a third person and that can be even if even if there's a disagreement that is happening you're still doing it by this third person and that's different in an empathy circle from a normal situation yeah and it is interesting because eight my it slow down if there is any argument it slow down the process and gives freedom every person participating in discussion to choose if they want to respond to something or not if we speak directly there is a question and respond one person is saying and another response to that here we have freedom to choose what we do with something somebody else said we can we can respond or not it's an element of mutual respect I perceive it as an element of mutual respect and giving space to each other so it's about there's an element of mutual respect and giving space to each other and there's also something you said about it's slowing things down yeah that if if there is a conflict or there's a tension that it gives people the space for it to settle and and be more paused so there's not that back and forth that you'd have a normal conversation instead you have to wait for it to go around and each individual has the option of engaging with it or not as they feel another interesting thing about empathy Circle is that reflecting is not agreeing with someone and it's worth to to show it to remind that to every participant to show that that's how it works we're reflecting somebody's faults we are not agreeing with this person when there will be our turn we have space to say if we agree or not but when we're reflecting it is not agreeing with another person this is very important especially when we reflect back somebody's we disagree it's important that people feel free to say whatever they want to say and so when you're reflecting that you reflect what they're saying even if it's something you don't agree with it doesn't really matter in the empathy circle so it's okay to reflect back something that you

disagree with fundamentally because it's what the other person said so you're just you know repeating that for them and it's not your own idea yeah thank you

I feel fully hurt

Martin may I speak teeth yes yeah yeah I've been very interested recently in in this element of using it for conflicts I like to call it conflict accompaniments instead of resolutions it's but you know people that are in conflict to do empathy circles with them I find this is good because the method really makes it easy for people to stay with the difficulty when something is uncomfortable with them to run but because of what Cara was saying it's easy it's easier to stay in spite of being upset so what you've been trying to apply the empathy circle mostly to is this conflict compliment or the conflict resolution and this more because of this functionality that people have the possibility to stay rather than go away from the conversation but just stay with the feeling and stay with the intention and resolve it through that and it's I've know you know I know that Edwin has used it for with political divides you know left and right and and I've not done that really I think maybe once but I like this idea of not of having spaces of no political correctness because it's something that we lack in society in a way is that we have not that I want like not that my nervous system does not necessarily want to be challenged but I feel it's healthy to have spaces in society where we can listen to each other and actually listen to the people that we disagree us in a constructive way so your your kind of idea came from at work that kind of came from a little bit you got inspired maybe even by this political divide work Edwin is doing but you don't really have that much experience with that directly maybe you've tried it once but when you kind of like is this idea that there is a space where it's not necessarily does it have to be this political correctness just opening up the space to have people what was the last thing again yes to share what you share exactly to share space with either it's the different roles in that empathy you know when you do an empathy cafe if you're very fortunate and you're doing it as part of a team you can have like the person is doing the technology if the zoom rooms and all that kind of thing and then you can have you know someone that does their introductions and you can have co-facilitators and and I've had you

know if then it in groups where I have that and I've been in groups where I don't have that and it just feels much more relaxed when when I have a team so very nice for you if you have the possibility to have a team that you can rely on that can take the different roles of being a producer maybe getting the technological stuff and at the same time also helping you look through the process it makes it a lot easier you've had some chances to have an empathy cafe where you have a team with you but then there's also those times when you when you're more on your own I can speak with Jackie if that's okay with you so what for me has been kind of the background of applying this is kind of giving support to people isolated at home and kind of letting stories emerge from different perspectives not so much the conflict part even though it's a very conflict oriented way of doing empathy circles but kind of having these stories that come up during this isolation period I'm kind of letting them flow side by side I'm seeing what people have they can take out of it so your motivation for undertaking this training and doing this work it's to to find a space for people who are isolated at home to tell stories and to listen to other people's stories and spend time together it's not so much about conflict resilience or working through conflicts or different opinions so much as it is about storytelling and and of course making up new ideas together we've always tried to have a theme that goes along with it but very loosely something that guides the conversation and something that has to do with activism most of the time what I've added into that is there is a there is of course a very I feel there is a big need for lots of gratitude work at the moment so that's been mostly they request I've got enough later sessions because I've kept it very simple the cafes I kept it as simple as possible in a success accessible as possible yeah so you're using themes mostly to dig up to guide the conversations that you have but you're trying to keep them simple and accessible quite often it's about activism in one way or another and you also feel a need at the moment for gratitude work in the conversations that you having so yes one of resourcing through gratitude has been very important I think for people also for them to continue and open up to the space and in a good way and leaving the day's blurry rest consistency out of the conversation but

keeping it keeping it open and opening up to other people that has been kind of very much changing the conversation compared to what we did before where we just kept a simple introduction and then information on how to do the empathy cafe and then and so on and so so I would really also recommend that part or thinking of ways how you can implement it and to get people into that right line side to be gratitude of a right use of something so you're also talking about new ideas as well as having things about activism and and gratitude and your approach around gratitude and having people talk about something that they are feeling grateful for has changed the tone I'm not sure that I've heard that right change the tone or the type of the conversations that you're having rather than just talking about other things so that's been a positive change and you recommend it yes very well I feel fully earth thank you welcome ok um Carol I suppose I'll talk to you hey I will listen to you mm-hmm yes so you asked about our motivation for doing this work and I think there are a few things going on for our Sydney regenerative culture as well as personally motivating to do this sort of empathy circle work I think you know our organizational and movement there is a lot of need for this type of work at the moment because Sydney in Australia has just experienced a really significant collective trauma in the bush fires and now we are experiencing something completely different but equally as unknown and frightening so people are having a lot of feelings and possibly don't quite know where to put them or what to do with them at this time so I suppose that's partly we want to offer something that we feel like people need you're talking about your motivation to do empathy circles and use it's both motivation connected to your work in regenerated cultures group in Sydney but also your personal motivation and you think that your society Australian society is in a very difficult situation after bush fires and now again in different situations very difficult for them and it the situation triggers a lot of feelings emotions difficult to express and participate be a good place for revealing them and releasing release yes yeah and so that's with the movement and personally I think that there are some experiences that I have as a person with the young family trying to adjust to this type of life that we're now adjusting to but I think

there is a lot of other people who are trying to have a similar or who are having a similar experience and would appreciate this type of forum to talk through though you know the specifics of raising little people at a at a difficult point in their right frankly rather scary point in history so I think I have some training and a skill set that is relevant and that I think can add a add something to what region in Sydney can offer so you also see the the applications that the year they usefulness of but the circle in your personal private life in your family among your friends especially in a situation now we have and we have to accommodate to the new situation new circumstances it's very difficult and then but the circle might be helpful and you have also your professional background and you think that it's if I understand you can add those skills together with amputee circle - - and make them useful for regenerated culture when working group in Sydney is that what you learned yeah yeah I also think there's something about empathy circles or a similar type of model where you're talking to people who aren't your family or close network of friends who might be strangers or people that you're less familiar with sorry you're not hearing me yeah and I think that that is that adds makes it different than just talking to your friends or talking to people on the phone that you speak to all the time empathy circles hold conversations differently and they're not asking you to to fix or offer advice or or anything so I think that's that's it's something different than seeking help from known Network certain conversations with yeah girl I I hope I lost some part of what you were saying but I hope I will be able to reflect that back so if I understand you correctly you you mean that you can use empathy circle you know in communication with somebody that is close to us our family our friends but also to strangers so to speak you can use that on the streets and what is important and but the circle is a different way of communication different structure and it's it might be helpful right now but I feel like I'm lost I lost something from me what you were saying yeah if I if I if I have technical problems tell me because it's something okay don't work so well okay yeah no you pretty much got it only that I'd add that there is something about having a sharing circle with people in this sort of format that we're doing now

you don't know and who aren't other parts of your life that is useful and I think adds a different element to supportive communication because it's one thing to talk to your friend that you talk to all the time or your parent it's something else to express yourself to somebody who has no other particular relay ship with you or buying into your life it's more objective in that way so you're talking about communication with somebody we don't know and you noticing the difference between the situation when we speak with somebody we are familiar with we we know each other sometimes very well because it's somebody close to us and we when we talk with somebody we don't know and amputee secure the space the opportunity to communicate in a way that builds relations that's what you meant yes yes thank you I feel head okay thank you so I will choose now maybe Martine to cheer to change I will start time okay so I would like to emphasize the fact that every facilitator has his own his or her own style of facilitation it depends on our personality on our temperament even on our view on empathy circle we do that differently some of us are very strict and rigid in following the structure some of us more are more flexible so we do that different way but there are certain elements we always care about they are very important and there are common values we all follow so one of such elements and values is carrying about equal opportunities to speak and being heard for every participants I stopped up yeah so you want to again emphasize the fact that there is very different there are very different styles of facilitating in work an empathy circle or empathy cafe depending on how the facilitator wants to work and if he or she is very strict with rules or how her day or his day is going leading up to the empathy circle so there's many very different ways that they can be held but there are these simple things that should always be included and should always be a part of an empathy circle with the first being this giving everyone the same possibility to speak or the same amount of time and fairness throughout this process was that and we need to be careful it's very difficult sometimes somebody has difficulty with ending their thoughts we have to try to navigate between participants we should care about the situation when somebody is for quite long not chosen as an active listener there are such elements

we have to be a word during the meeting and observe if everybody has equal chances to speak so it's very important to be watching and being careful about that everyone has this equal amount of time to speak because conversations they can go in different directions and different styles as well but it's very important that there is kind of this overview that kind of guides it smoothly back into its right form another thing is two very important I would say crucial to the empathy circle is not letting active listener to validate judge question advice etc we can't let active listener during reflection to do that that's very important to care about it so the most maybe the most important thing is that we have to be careful with the active listener and that the active listener doesn't start to judge advice or talk back but it remains as a that the rule remains as a reflector and stay staying even sympathizing we have to ask for not doing that there will be their turn to sympathize if they wish okay so during the reflection they should avoid that this is very important even sympathizing very important with the sympathizing as well that should not be a part of it there is time afterwards when they have their turn to talk but emphasizing with the person speaking even that should be very very straight almost yeah yeah thank you I feel hurt thank you so I'm going to talk to Martha that's we're going that way around I very much agree with all the facts that Karen has been talking about and trying to keep that as an introduction I record during the start of the empathy cafe with both an small introduction video by Edmund rush but also by modeling the conversation for the first time in the big group and then let's break out but having it as short as possible and as OnPoint as possible so that people can spend about most time actively spending time with the method so here agree with Cara was saying that the various things and that it's really important to make those things very clear at the beginning at the start of the empathetically making sure there's the video with the Edwin's instructions but then it's also about modeling as a facilitator to model it so that others can see you know how to do it and to be very clear but at the same time as soon as possible to go into the breakout rooms so that people get the actual experience of doing it you know it's as important so it's being clear at the beginning while getting

into the breakout rooms as soon as possible yes and our case it has been very keeping it as basic as possible and keeping the facilitation as a as a as a possibility to expand on always keeping that mindset that this can be a very simple explanation example for example but then we let then you're encouraged to kind of take the conversation and and be available to also develop your own skills of working in the in the small breakout rooms so that there is this start point but a very open ending that kind of leads to the more in-depth conversations and it's not complex but then in the breakout rooms there's this opportunity to expand and to grow within the practice and to grow your own practice as a facilitator and the group to see what kind of effects it will take you over time yeah keeping that very open and the description at the beginning is very important to kind of give them that possibility to go out that it's very clear and they can talk about everything but they can also talk about the subject and they can model I'll be giving them a lot of responsibility in the room I think is very very helpful and if you have good facilitators that again have this skill where they don't enter in every occasion but they really take their time to reflect and look through the process and then decide to act them it really helps a lot to to create this because there has been facilitators that have been very very very strict at one point and really all the time and you have a facilitator that's kind of interrupting the process more than developing being open to possibilities trusting the process and each facilitators they develop and so it's really important at the beginning to have a open-ended so there is a topic but to leave a spacious so that people can take it and make it their own in the groups and giving each facilitator you know there's the instruction but then to leave it so open that each of them can find their own way and so they're not nitpicking on each little thing that happens but they're creating the trusting to process the ill ill unfolds and and each person will find their own way of doing it if they're given the opportunity in this space I thank you I feel fully hurt yeah it is this thing if you know if it's someone's first time and and they are doing a bit of the validation this and the other I'll give them you know and if there's I yeah I tend to give a bit of leeway to see because it might be there after one

round of seeing the process they self check you know that it's not about file it like if it's a question I'll go in and say you know like actually you can ask that question your time but if it just being if they analyze me a bit then usually I let it go the first time around and see how it really as Martin was saying I want to be spacious and not be because it's a distraction you know as a like ideally as a facilitator you just in an ideal scenario no one would notice right you're just timekeeping and not you know almost not really facilitating you're setting the tone by modeling it but then you're fading into the background yeah so your approach as a facilitator is to give people a bit of leeway in the first instance at least if they're new to the process you notice over time that if some you know validation or the type of the response it is more than reflecting occurs you notice over time it that the that people will see how other group participants are responding and self-check over time you don't want to be the sort of facilitator who is is hardline and nitpicky on things your preference is in an ideal scenario during a group to to be simply a time keeper to to start the process and then be able to kind of disappear into the background and allow the conversation to to do what it needs to do yeah and it's been really great to see you know have this bigger facilitator group because everyone does it slightly different since I get to observe and like they some of as like bill that would have a really keen sense of humor and so I can see sometimes how how easing sense of humor this sort of redirect people is is a useful you know I'm not as good as he is I'm doing that but it's quite you know these people that just have a thing where they use the sense of humor to correct or redirect and they do it in such a kind and caring way that it's it's nice observe so you say any facilitated groups that you do that everybody has a different slightly different approach reflecting their personality or in particular you notice that sometimes humor is used as as a way to redirect people and that it can be done with with kindness and it can be gentle and and that some people you observe just sort of have this this intrinsic skill to be able to do that type of work and you feel perhaps you're not as good at it and some others you know for me it's very important that it's not therapy it can be therapeutic and it can be healing but it's not a

therapeutic or a healing practice as a
you know so so for me that's really
important to make that clear to people
because I love the depth of the sharing
but there's this thing if not taking
responsibility for someone else's pain
or even someone else's joy you know it's
just like we're staying present with
them in their experience and and for me
it's a continuous struggle but I'm you
know I hope I'm learning over time is to
not take responsibility for the
experience of the other in a way that's
modeling you know it's the self
responsibility and because we're not
suppose I'm thinking is there's this
thing of wanting to call it a safe space
and for me it's like and I heard someone
say it's a brave space you know we're
walking towards each other and being
together but we can't guarantee it's a
safe space so for you it's important too
make the difference that differentiate
it between being a therapeutic space and
a space for sharing you've heard
somebody say that is not it is a brave
space because people can walk alongside
or towards each other and and share and
in your experience share quite deeply
but it isn't necessarily a safe space
because that's that's speaking to a
different a different purpose a
therapeutic purpose which this is not
that is sometimes difficult for you
sometimes difficult you not to take on
responsibility for the experiences of
the people that you listen to and that
sometimes it's a battle for you but it
is an important element of empathy
circle work that you're present for it
but you're not taking responsibility for
it

Thank You Jackie feels very hard
okay um that's what we were saying just
then I should speak to Martin sorry hmm
what's what my what Michael was saying
just now made me remember one of the
hesitations you asked us to think about
what would be our hesitations in
facilitating empathy circles and it
reminded me of one of the hesitations
that I had thought of I mean there's a
couple of challenges exposed to everyone
experiences but one of those was yeah
being in the headspace to listen to
other people's own challenges and
stories and that there's not always the
case that you're in a your inner space
too we would say here I'm not sure if
it's the same for you take on board or
you know that sort of phrase people's
stuff and and how to make that how to
separate listening from absorbing so
what you kind of work like a on was but
Martin also was saying and that was

maybe one of the things that kind of was holding you if the beginning were the things that you had as something that had transit a ssin with this process and this is this also the sorting of taking in information or reflecting it back because it's not always that you're on the right place that you can actually take in all this information and it becomes harder to to work and stick to these two to the outline of not taking it in and letting that become something that again unto the other person but being there fully and having actually the capacity to be there fully and I'd be interested in the advice of more experienced facilitators about how they work work that out or what has worked for them in keeping the separation between listening and taking on board or absorbing and you were having kind of for some advice from more experienced facilitators on how how to stay in this listening and not so much absorbing situation and how to work through it yep and another one of the challenges or hesitations I suppose that most new facilitators or anyone probably would experience is just the challenge of staying present for an extended period of time we all are so used to dividing our attention between many different things I wonder do the two people who are more experienced in facilitating or who do it often find that they get better at being present fully in one place for a couple of hours or do they find it to be a challenge in an ongoing way so you're looking at into this the challenge that you kind of have also experienced other people have is how to and what you're looking to the more experienced facilitators this is how to actually stay present in in this given set amount of time with so many other things happening and if that actually becomes an easier process during by doing this or if it's a challenge that keeps on going throughout thank you I can have I not talked to yet are we I think we I can take the angle the circle on my screen and maybe go with you Carol is that okay yeah okay one thought I had on especially also how to facilitate I don't know if it's very helpful but there is what I've again been starting to think about lately is this there's two things that I've used earlier and working with organizations and the one thing that kind of struck me was that there is a very wide range of different personalities as well out there that have very different styles and personalities can change from one

personality to another over time but it's I think it helps quite a lot to understand what kind of personality you are in the moment where you go into the facilitation process and finding kind of some weight in it because some people are for example more naturally able to distance from a process and while other people are more likely to take in distressful information and emotions on a different scale so kind of figuring out where you stand has been has been I think quite quite good at having a good foundation to work out of if I understand you well you not saying that working with organization and doing empathy circles you noticing the variety of personalities that appear in in a circle in cafes and it's changing not only between people but also in time so your own personality will probably change as well yeah you your own personality is different in different meetings different different circles we change and it is good to observe that to notice that and to kind of be aware of this aspect of empathy circle because some people are easier to to to to to to kind of execute the practice and pâtisserie code and they can for example keep more distance to what they reflecting and some people are not able to do that and they experience some difficulty with staying in being empathic but staying separate somehow so it's very different you observe different situation and you also observe how it's changing in time so and especially when it comes to yourself I think it's very helpful to there is some personality tests out there and finding a good one that kind of reflects with you because for example the introvert extrovert aspect is good to be aware of sometimes and it kind of it gives you also this because facilitation is for me very much about not putting on a show and being so close to myself as possible and by kind of finding out and figuring out where I am also personality-wise feeling wise before the meeting it gives me the chance to reflect and act out of that point of naturalness instead of having to see what happens and how can we work with this but really acting out of the natural grounded state and and a bit more security I don't know if that makes sense so you are not sure if it makes sense but for you is very important to to allow yourself to be natural be yourself in facilitation to not show up to not making a performance but being very natural being yourself because you feel more grounded in your reactions in the

way you communicate and it is important to recognize how we feel who we are if we extroverted or introverted it's important to understand the dynamic of our personality what we need so that that that helps you to facilitate being natural being yourself thank you

Marta would you listen to me

I'm grateful Martin mentioned about that because this is actually what I wanted to say that I believe that it is important to care about feelings of all participant and being sensitive to what's happening to them during the meeting but it is in that sense it is it includes being aware of my own state of mind and emotions during the meeting I stopped that it's about being caring about everyone else's feelings in the circle but as a facilitator to also be very aware and present with what you were yourself yeah because how we behave during and party circles impact everyone if we are focused or distracted if we are stressed by some organizational technical technicalities or not if we are fully focused on what's happening no matter we are active listener or silent listener our attitude somehow influence others so it's very important to be aware what's happening in me what state of emotions feelings I am in so paying careful attention to what's going on inside is important as well because whether you want or not it's going to affect the circle that you're facilitating and so if you're distracted if there's the technical things going on if there's your own stress or your own whatever you come with is going to influence the circle and so it's important that you are aware of it and present with it and I discovered and I learned from other more experienced facilitators and I experienced the benefit of it that it's good sometimes even sure my state of mind there is particular topic but I'm telling other participants that I am stressed I'm nervous I am distracted because there are some problems with zoom or whatever is happening and I am stressed and I feel distracted and I hope I will manage to focus but right now I am in difficulty I am in trouble and that helps participants to understand why they might feel not comfortable because I'm quite sure they experience my State of Mind somehow I noticed that it's very helpful to do that to acknowledge the state of our mind and feelings so because you bring your energy to the circle whatever is going on for you you find it's really important to be transparent and to

actually name you know if there is a difficulty if there's something happening for you to actually spell it out and name it out loud and you find that it helps you but it also helps everyone else in the circle relax because it's not something that they're feeling but not understanding where it's coming from they now understand why they're picking this up because you see you explain it and they can relax yeah yeah and it also shows my Vernor vulnerability and I show it's possible to to show my vulnerability and nothing but happening that's good so you're modeling your modeling being vulnerable and that it's okay so if you're giving them permission as well in a way that they can show their vulnerability and they'll they'll be okay they'll be safe nothing Bad's going to happen I think I would like to share one more thing or maybe I stop there and wait for the next round

I feel fully heard Thank You Marta because my time is almost up so he wanted to share one more thing and you decided to wait for next turn Yeah right Jackie will you listen to me please

yeah it's really yeah I've had that I've had days where I you know I had agreed to facilitate I was there and I just didn't I remember one time I want I was in the garden was a lovely day it's very rare to get good days of weather in Ireland and I just didn't want to leave the garden to come and get in a room in front of the computer to facilitate like I did I wanted to but part of my brain didn't and so I was coming in with that inner conflict you know and less which means I felt less generous than normal and then there was this conflict in the world not conflict there's a tension in the group that had nothing to do with memes and you know and I was just feeling this inner like I don't know something's going on and and so all of it was feeling quite artificial or not you know I just wasn't feeling at ease and there was a lack of flow in me and I just you know I like a round girl because I was trying to figure it out inside and then I just decided I'll figure it out outside I'll say it and you know and and I'll say it without having figured out a story about it you know it was by starting to say like there's this discomfort maybe it's this maybe it's that just you know and I think that just took the circle to different depths because yeah I was modeling you know that I'm just broken

human like everyone else
in a perfect human like everyone else
and and that's what we're here to do not
to be perfect in any way so you tell a
story about looking thinking about
facilitating a session and you were
outside on a beautiful day a rare
beautiful day and well part of you did
the other part of he didn't want to come
inside to facilitate Oh empathy circle
so you arrived at the circle with that
conflict inside you and you noticed
during the first round that there was
tension that felt like it wasn't to do
with your own inner conflict but was was
in the group and he felt ill at ease he
felt that there wasn't any flow in you
and there was something going on in the
group your next step was to name but you
could sense this was happening as you
couldn't work it out internally he
decided to speak about what was
happening on what you were noticing and
the honesty of that changed the tone of
the circle and took it to a deeper level
so naming what's happening rather than
sitting with it silently allows for a
different type of connection with people
think about responsibility you know I'm
the facilitator but everyone else is
also responsible for holding me and
we're all holding each other yeah I
think for me that's part of it I don't
know if everyone sees it like that but
for me that's part of it yeah so before
you said that it's it's about everyone
being imperfect human and
that's part of that's part of what what
is this car responsibility you know
everybody is listening to each other and
holding space for each other and that
source possibility of all pot hits been
from the group not just not just a
facilitator yeah and earlier you were
asking about attention like my attention
span and my ability to be present varies
from day to day moment moment and so
when I come today the pay is when I'm
struggling to be present sometimes I
might focus on the person's breathing
wherever I'm listening to or the body
language I can I can get quite you know
if I'm straight start like there's these
things I'll try and do you know and I've
not thought about it much so I am not
very articulate probably about it but
the there's this trying to be presence
when it's not working at an intellectual
level like I'm just struggling to stay
presence I might try and be very present
in my body and in the body of the other
person or I might think you can I might
try you know and do that or I might
shake myself but you know like I'll try
and do different things or I might move

a bit or yeah just to be present with them yeah so you're talking to the question that I had about staying present and having attention and acknowledging that sometimes your attention span is longer than or easier to maintain than other times and you have different strategies that you've kind of come across or you practice to try and help you stay present and if you're not able to just stay present with your mind you try and use your body and being attentive to the movements of the other person to help your mind stay stay focused

Who am I after speaking to you
I'll speak I don't know I speak to Martin again I think I have nothing else on my mind to say I hadn't thought of plans and thought about speaking again I will say though that it is good to hear for us and for me and that will be for other people who end up looking at this to know that things like staying present and having the attention and the energy and the headspace to do this work is something that everybody deals with so you were saying that it's kind of your turn again surprisingly I think so think about so much to talk about to kind of have this shared understanding and feeling that all of this with the headspace and how is these difficulties that might arise kind of are the same for for different people I'm doing this yeah yeah and I think that yeah that's certainly one of the challenges that we will I know in the Sydney region group and others will come up against is having the demented like the space to to commit to this sort of work I think it's been interesting to notice over the last few weeks how when our lives changed so suddenly oh we kind of assumed that everybody would get used to it quickly and there would be an equilibrium and we could all sort of start living you know and you know more and I think it's interesting to notice that that hasn't happened there is no like there is no equilibrium or normal and like isn't kind of settling like a lot of us expected it to so I think it's an interesting time to be having conversations with people about how they're managing that and I actually I can see how equally valuable it is for the facilitator and all of the participants to hear each other talking through that sorry for rambling so I kind of understood that this is kind of you're looking for the it's kind of looking for is the people that will actually commit to this process if I got that right

so that's kind of looking and learning
step by step I'm seeing if there's going
to be to the process especially in
sitting I think it's you know we talking
about a vulnerability or naming a
vulnerability I think it's noticing that
it isn't an easy that everybody has a
different it's coming from a different
place in a different level of
availability so it's not so much looking
for people who are able to commit but
noticing that people are in different
places in that they may want to or yeah
I'm not being clear at all but I think
it's just all I'm trying to say is to
note that we noticed that it's a it's a
did an interesting time too so they came
into this store to do this sort of work
or to have these sorts of conversation
so it's it's not as much just about like
the findings right people that commit to
it but it's but it's also kind of as
it's a weird situation because people
are like when we go to look back to the
b2 before then it was this whole idea
that maybe things were going to settle
in during this crisis now and it seems
that things haven't really settled in
yet so there but there's this wide range
of people that come from very different
backgrounds but kind of neat to kind of
create maybe meet at a space together
but it's it's such a wide range of
background
and feelings and and kind of creating
something that really works good enough
is this is what kind of is the challenge
getting people to come together that's
right yeah thank you I feel like let's
see should we should we I think I'm
gonna talk with Carol again cuz she you
also had that extra point afterwards and
and I also have that extra fine
afterwards if that's okay with you so
one more on this on this and I think it
might play a little bit into the
differences that we are again coming
from and how our emotional status I
think it's again very important to be
aware of where we are and go through
that process
beforehand to be certain where we're
from I think you can take it from there
[Music]
talking about the awareness of different
background we come from and being aware
of differences and different situations
we are in different circumstances we are
in yeah teaching people how to be aware
of where they are right now is kind of a
very important point I have there's like
two exercises that I would recommend
especially for people who are doing this
to begin with
the one is this self it's called it's

Hawaiian as always it's a long word I can I can link in it and and it's like a process where you kind of go through thanking for forgiveness acceptance and so on

I'm gonna link to it afterwards which is quite good to keep you get you grounded before you're doing anything new and the other one is this emotional

so we'll see not only the importance of being aware but also to help and kind of teach people how to be aware of themselves their state and you want to share with us two good practices one is from Hawaii and I'm not able to pronounce that but you

it had helps people to to ground themselves to feel focused to do to settle down

kind of and find themselves in a situation that is correct yeah that's a very long word so I don't expect you to and the other one is almost a classic it's the emotional freedom technique where you kind of realize what problems are what feelings do I have right now or what might be holding me back from doing this process and it goes through these meridian points where you kind of it's called tapping as well and you go through this you repeat it for yourself and you kind of accept yourself and then even though I have these feelings right now I love and accept myself totally or fully and kind of being aware of the things that might make you feel tense when you're facilitating as well

I used that back in the days when I was doing business as usual life and we would have to fire people quite often ly I had a horrible job back then but but going into that and to that situation there's all these subconscious signals at our body all the time sense and if I would be going into that meeting stressed that would not be a very good meeting that would be a closed-off meeting from beginning so keeping this being aware of the things that might be holding you back and working with them and accepting them as a part of you creates less this difficulty sorry that was a lot I will try anyway so

the second practice was you call it emotional freedom and they involve include some tapping the meridian region and acknowledging our state of our feelings and subconscious sigh notes from our body what's happening to us and it helps to do to get grounded and it is important because you recalling your experience from your work before which was very difficult stressful nasty work and you work a lot with people in meetings and you naughty noticed that

when you are not grounded when you are not self aware of all the subconscious symptoms you have they it affects you a lot and this meeting doesn't go as you would wish so you noticing an importance of being self aware and yes and being self aware and keeping acceptance to how you're feeling not changing how you feeling but keeping accept but knowing the acceptance of how you are and being all right with that

so you add into that that it's very important to be not only self aware but also accept the state oh we not focusing on changing the state but simply accepting the state of our mind and our feelings and everything we experience yes I feel fully hurt thank you I will talk to you mortar again somehow we repeat

so I was talking about the fact that first of all I'm happy that Martin is talking a lot about our self-awareness because I truly believe it's important for facilitator to be aware and the fact of acceptance of our state of mind and feelings that that it's important aspect I never highlighted and now I learn something so I'm grateful for that yeah this is very important Martin's sharing and you and talking about the importance of self acceptance not just self-awareness but also self acceptance and it's really good for you because it's something that you think is important but you haven't thought of mentioning so the here and I would like to come back to what I was saying about those important values that all facilitators follow no matter in what style they facilitate they might be different style of facilitation but we all follow the rule of giving everyone equal opportunities to speak and being hurt and not letting active listener to talk back during the reflection so those were two first two I mentioned and the third was being aware of our mind and our emotions I stopped down yeah so you're going back to saying two things that are crucial to facilitation independently if the facilitator style and so you're saying it's giving people having equal time to not let the active listener feel the reflecting with their own ideas and also [Music]

being self-aware of where the facilitator is with their and yeah and one more thing very important in empathy circle is mutuality so we let every participant every speaker to say whatever they want to say it might be provocative it might be even offensive we let them do that as long as they are

willing to be a good active listener so they are ready to be reflective good to make a good reflection afterwards or beforehand see you in ads this principle of mutuality that is really central and so to say that the speaker can speak about whatever they want they don't need to stick to any political correctness the only requests of them though is that they need to be willing to be a good active listeners - - and that they need to be willing to reflect what others are saying yeah

and empathy doesn't work when when it when it is not mutual this is very important so any participants have to feel mutually hurt and lessen this is very difficult element of empathy circle but it's very important in every relations when we are trying to be empathic to another person this person has to be mutual to us otherwise we feel abandoned kind of in a process so it's really important very central and everything else hinges on it so if you don't have that mutuality it's not going to be equal and some people are going to feel abandoned or that is not fair

so it's important that element of fairness today mm-hmm thank you yeah I'm also very happy with all these new things that you know learning and sharing and now definitely because I've read something about the Hohner paper before but not or whatever it's called but not deeply so look at it again so you really thankful about all these things that have come up during the sharing so far it's been good to get that on the table and you've heard about the oh no oh no oh before it was a good reminder to for you to look it up again one thing I still have on my list is the to avoid the temptation of multitasking I'm guilty of it myself like if if at all possible you know like because I might it's hard to do you know sometimes I'm facilitating and I need to go and grab a glass of water and I don't but I know yeah or or I might be waiting on this important email or you know or my partner might come in asking for what dinner it's like okay can I it's asking myself can i suspend my life to be here for two hours and and I might not be able to do it all the time but to keep the intention of that you know that at least I might not be able to but that that is my intention if I'm the main facilitator so one thing that's really on top of your list as it's this thing about multitasking and being really in the moment and having the intention to be there fully and that can

be challenging for you as well because you want to get a glass of water or you want to take a break or your partner comes in so you really have to you want to really focus on this department how to how to really just work with the intention and let it develop from there more recently one is showing my timer it's show cards with the number and that's not you know just this is an objective object and people like it better but also to show it for longer than what is comfortable for me I tend to show it and then see odbc it and then hide it away because I feel very much like a teacher but actually I think it helps people more you finally you know if I'm very steady if I just leave it there and that's okay it doesn't feel threatening if the way if I don't project things on to it you know it's just an object it's got a meaning and I can just hold it and it's going to be okay so that's you know I'm still in the process of learning back and and everything is I tend to tell people to have pen and paper and now I started telling independent paper is not for you to make notes of what the speaker is saying you shouldn't have to do that you know you can ask them to pause often the pen and paper is just if you have an idea of your own that comes up when you're the listener you can use the pen and paper to write it down so you have it for later for when you are the listener so I used to just say have pen and paper in it so you can write things down and now I've made that distinction too if you can use it only for your own ideas and chunk the listening if you need to ask people to stop yeah so so you don't use it for recording everything to reflect back because I think then the quality of your reflecting is not as good so there was the thing with the time and the thing you've noticed is that the paper with the five minutes on that didn't work so good so you're still working on how to let you figure it out it's more subjective and easier to use a clock water or stopwatch and it's kind of the difficulty as a facilitator is always how long are you supposed to actually have that thing out without without without interrupting the conversation but what you've learned is that just by holding the clock up and not putting any thoughts or emotions onto it makes it a lot easier and you just leave it there for longer than you normally would be comfortable with and then it's the it's the benefit I was getting a pen and paper is very so you

also inviting people to to bring pen and paper but it's just to be sure about it you always want to focus on that they're not using it right down the part of activists there but it's like bringing pen and papers what you and I'd be able to do and then with a extra thing that it should be their own thoughts that go onto the paper if something that pumps up in their own head something they think of on their own but it shouldn't be like a transcript or something that kind of helps the active listening process and I think we have to add our practice and go to the the last part of our meeting which is sharing some feedbacks our experience whatever we feel we would like to share and I propose a pop concise so whoever wants to share please say things interesting about today and what a circle I can go work out go for it was that made yes sorry how easy it is to get distracted this or the chat thing popping I forgot what was happening oh yeah it's good to learn something by doing it it's probably the most productive way to or efficient way to try and try and learn so I think giving us the opportunity to ask questions and experience the answers at the same time is good way to teach I can go so I thank you for this very short invite I was just enough time to take part today so that was really nice and there was some really good ideas that kind of came on the table some good reflections and it kind of just really helped to kind of get the energy for the next empathy cafe up again now I'm keeping it two week break now just to let things settle a little bit over Easter and then we're gonna pick it up afterwards so that was very helpful to you to get some more us moving into that direction for me it was really useful because you know we did it with the other group the other week and it's it's nice how you know so much different stuff comes up and also you know hearing about your own experiences how much we learn you know just thinking about if you know what you're saying Jackie by having you having this group for families with small kids like I know a group that is doing that in Portugal and even without Blake parents that are start with adolescents at home and it's just like it's nice thinking about all those different things and and I hope yet to learn I want to yeah sort of go after the things that you were talking about Martin and see because I think gratitude practice bringing that in is really

important I tend to do it just with introductions you know having a question at the introduction but maybe there's a bit more at least with my local groups that I could do to bring little you know work that reconnects little bits in there somehow thank you thank you thank you

I think that was amazing to learn from you that was great because I was realizing some aspects of facilitation somehow I knew but didn't know and now they are vivid and clear to me so this is great I love it I think this is important too to highlight one more thing that amputee circle might have different applications we said a little bit talking about topics Martha was talking about different topics but it is important to realize that we can use this process in different types of facilitation in different types of amputee circle it might be a more very emotional showing and it might be very cognitive very intellectual sharing so it might be different style martha was talking about brainstorming recording brainstorming and and having then screw a transcription in the youtube we can use that for developing some ideas or even developing our decision process when we don't have clarity what we want to do and we have different argumentation and we want to wait what is important what isn't sometimes even understand ourselves somebody's reflections help us to understand our ourselves that's very helpful and conflict mediation we were talking about that the process looks a little bit differently it's different level of complication there are a few steps but it also might be but it also might be very difficult and Marta do you have anything to add because we will share with you materials we have would you like to add something I was thinking on now I forgot it

I don't wait oh yes so I was going to say it well like you know because we're thinking about this as part of XR at the moment on Saturdays we are doing those empathy circles about the principles you know each Saturday we do it on a different principle and it's actually been important to bring people that have that you know historically within x/r have been co-founders or people that have been involved for long and so on one hand they've been more involved in coming up with these ideas or these principles or whatever it is well so on one hand they have been more involved on the other hand they're perceived as having being more involved so they're

pretty you know there's some power structures happening there so I think actually bringing those people into the empathy circle where you know an empathy cafe where they're just there with twenty thirty of the people it's quite you know an evening field so I like the idea that it would be nice to encourage people in all the different countries that are in X R and that somehow have some structural power and people that are shyer and you know maybe more introverted and not so much voice that you can bring those in and it's sort of it's really excited trying to embody what they say they want to do and actually do it and the other thing as well as we've experienced in one of a couple of my circles recently there's the situation might arise and I've not spoken with Colleen about this but the situation may arise where someone just wants to share space they don't actually want to speak you know they've shared one idea they still want their five minutes but I've listened to people that aren't saying anything you know where where they we just hold the five minutes and it's their time and whoever's listening is with them and giving their attention but there's you know speaking might be more than words and and I think for me it's important that I'm open to that and and I don't know where that might take you you might be that someone wants to sing a song in there five minutes I don't know what the boundaries of that are but but listening might not be just with words something I wanted yeah I would add that I experienced and parted circles when my speaker who's supposed to speak to me was silent for five minutes and he said maybe two words somewhere and that said and we were saying silence so that's also happening and actually I didn't feel uncomfortable with that it was okay it was good so it might happen first thing we will share with you in email I understand that Martha has Martin email do you have Martin email how you commit or would you share yeah we'll find each other or if you share your email with us we can send you some materials we already have it will be useful we have email or Jackie 20 by 11 something like that yeah that's that's your email so we will send some new materials and another thing we think it might be helpful maybe Martin field is more comfortable but but we decided that we want to give opportunity to all participants of our training to co-facilitate if they don't

have earlier experience of facilitating and participial they can co facilitate with us so we have imparted circles on Thursday in open region call and we also have empathy circles on Friday and Saturday there was mentioned by Marta and I will share some links so it will be easier for you to find those events and I will send you some invitations to those events also if you wish I'm not sure if I okay

so I send in a chat some links probably some of them you already know and if you wish

with us in a breakout rooms

that's first step you can try to do that on Thursday for you Jackie it will be evening for us it's morning in Europe that's one option and we propose to do after amputee Circle short the briefing so we initiate kind of work in support group how we do that so maybe after amputee circle we would stay on online for a few other minutes to share how it was how it work how we feel about we will share our experience you will share our your experience and that's how we create slowly the support group anything you Marta would add I think Leona in the group is creating from Monday the 20th mm-hmm you know because there's the region 101 modules that you're now you know doing in Australia and I think Leona is going to be doing empathy circles about those modules starting on the 20th and so that's Monday yeah I don't remember exact the time but I'm sure she'll advertise it in time and I can share it on the empathy circle working group thing once it's out and so I suppose

yeah I've not checked to see if we've got reply back but we might join that for our own you know to learn yeah Cara well and and also to support so there might be also the option of facilitating there suppose our co-facilitating there and then get more experience now also martin i'm aware that all these materials that we've come up with are in english so i don't know well you don't need them anymore for yourself and and to you know i don't know how useful it will be for the other people that you're training but the intention of this is that you know we're sort of trialing it now any feedback you have what went will can be better or what you know is useful and because I think the intention will be to then make this little package that we can give to the global support team so that they can then help train widely so it doesn't just depend on these few people so they can be yeah scaled up if I understand that correct I

can I can take a look at the material
and we'll probably also then use some of
it to translate to Norwegian or at least
as good as possible and I'll send some
feedback back on how that has been
working starting next week we're
starting after the 19th it's it's like
it's you know we're doing this today and
then I think there's an Irish group
because I'm based in Ireland that in
coming weeks and then as you see
whoever's got an interest in fitting
them in I want to share one more link to
our two regenerative cultures channel on
a matter most probably you know that but
if not this is the link I share in chat
so you can see any vents of global
support that are happening and also we
advertise so to speak advertise aware
and pâtisserie called so so but also
other open region calls you can find as
well so it's important it to see that
yeah so I think that's it we're done
thank you thank you so much thank you
for today and see you in any important
circle or if you wish to to join our
impetus of contests they just give let
us know in a mail or on matter most
Michelle okay thank you thank you very
much for today have a good day
have a good day bye