

# Team 9: Ingrid, Jessica, Edwin Working Doc

[Team page](http://j.mp/2HudLWK) <http://j.mp/2HudLWK>

**We are working on documenting and writing-up the answers to three questions;**

1. \* Develop Facilitator Training.
2. What is an Empathy Circle?
3. Why Participate in an Empathy Circle? (Benefits)
4. How to Take Part in an Empathy Circle?
5. Also working to create a consistent use of these explanations across different 'EC Training Materials'.

## Feb 19: Agenda

1. [Questions List - Training](#)
2. Jessica on Facilitator role
3. Listener Role
  - a. [Develop Slideshow](#)
  - b. On Arrival Questions
    - i. QA1. What questions do you have about the Listener Role?
    - ii. QA2. What has been your experience with listening to people over course of your life?
  - c. Q3. What was your experience in listening just now?
  - d.
4. Coordinator Role
  - a. Finish the Word doc first,
  - b. Develop Slideshow
  - c. On Arrival Questions
    - i. Q1. What questions do you have about the Listener Role?
    - ii. Q2 ?
5. What to do next for Mon Team
6. Review over all training framework. below

## Facilitator Training Path

- 1) Preparation
  - a) View Intro Video (to make)
  - b) View Previous Empathy Circles (best of)
- 2) Take part in Empathy Circles
  - a) Empathy Circle 1
  - b) Empathy Circle 2
  - c) Empathy Circle 3
  - d) etc
- 3) Module 1
  - a) Session 1: What, Why, How
  - b) Session 2: Speaker
  - c) Session 3: Listener
  - d) Session 4: Facilitator
  - e) Session 5: Coordinator
- 4) Participants start to coordinate and facilitate Empathy Circles
- 5) Empathy Facilitator Support Circle. (Open topics)
- 6) Module 2
  - a) Session 1:
  - b) Session 2:
  - c) Session 3:
  - d) Session 4:
  - e) Session 5:
- 7) Module 3
  - a) Session 1:
  - b) Session 2:

- c) Session 3:
- d) Session 4:
- e) Session 5:

# Feb 11: Agenda

## Jessica - Planning 23rd climate change empathy circle

- Make it a monthly circle
- Connect with Transition Town and other environmental orgs
- **Area expert**

## Feedback on Testing of Facilitator Training

### Ingrid's learnings:

- It's hard to update pager and PPT at the same time
- 3 things have to be consistent:
  - Lesson Plan
  - Pager
  - PPT

## Talk about adding a session on Organizer/Producer - test it on feb 25 -

- When to set the date and time
- Too much confusion with Facilitator
- Edwin: it's huge. Takes a long time to set it up, send out materials, schedule it, inviting people
- How am I going to do about an EC, what technologies to use, how am notifying people, what topic do I want, what questions am I going to ask,
- how am I going to find people,
- how do I decide in person and online
- Go to the empathy circle facilitator's guide website, go to organizing

## Making the slideshow the lesson plan

## One pager and slide show

## Developing the Session 2- Speaker Slideshow

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## Developing the Session 1

## What to do next for Mon Team

- 1) What to do going forward?
  - a) What to do in the group? ideas?
  - b) Test and refine Module 1 again - keep iterating - expand the group?
  - c) Develop Module 2: ideas like?**
    - i) Producer Role,
    - ii) Empathy Circle Topics
    - iii)
    - iv)
  - d) Expand the group,, ie invite other in?
  - e) Develop a way to harvest better

# Feb 5: Agenda

- **Facilitator role - for coaching.**
- **Ingrid's Session 4 - Facilitator Role**
  - **Efficiency**
  - **Purpose.**
  - **Who is it for**
    - **Edwin:**
      - Training for: how to facilitate EC.
      - Ideally, everybody in the world will learn how to do EC, everyone to be a EC facilitator
      - How to create the demand for empathy: the political divides project could be the best way to go.
      - Key people to spread the word. Spread as widely as possible
      - I understand some people are not interested in politics. It's the same with personal growth, no difference. EC is just a gateway practice, a core practice (foundation of other training) and a lot of things can be built in this.
      - (focused on political. for a focused group. Gives a )
      - (Empathy boot camp)
      - (celebrating so clear and articulate?)
    - **Ingrid**
      - When started the training got confused - because edwin wanted it for everyone.
      - Got clarity by focusing on Facilitator
      - Session 1-3 can be used for participants. For anyone. People who want to go deeper.
      - **Just doing reflection..** Is the first step. A first layer. Once you get that then you can do feelings and needs. Which is going deeper. Just learning reflective listening.
      - The training we have doesn't go so deep.
      - Can grow in the reflection.
      - Two camps: Personal Growth and Political - want to hold both.
        - Ingrid wants the personal growth. - it's where here heart is.
        - Personal relationship skills for conflict.
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    - **Jessica**
      - I want the reflection to go deeper. Could it be speaker to share more.
        - What does going deeper mean?
        - Do you feel heard?
        - Did something not get reflected.
        - You job is guide the listener in hearing you
        - The facilitator role is to help them go deeper.
        -
      - 
      - **Why are we doing it.**
  - **Monday Group.. What next?**
    -
  - **Saturdays Training. Session 1**
    - **Modifying slideshow**
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  - **Ongoing Tuesday meeting.**

## Meeting Jan 22. Agenda

### Discussion on Feedback on Facilitators

1. .
2. .
3. .

Edwin and Jessica Do editors of facilitator comments.

### Our Teams next Steps

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- **Review the Training Session 1**
  - **Main page heading**
  - **Empathy Cafe Image clarify 2 to 6 empathy circle - 7+ Empathy Cafe.**
  - **Empathy definition**
- **Topic 3 Benefits.**
- **Facilitator training**
- **Forming next team**
  - **This time or Saturdays**

### Purpose of training.

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Ingrid's away next week from 29th to the 3rd of February.

4th: Focus on EC on the facilitator; asking feedback, what tips would you need - to give us content for the facilitator's role doc.

How to have the most impact with Empathy? Social Political divides/conflicts could be an area with the most impact. There's a chance there to have the most transformation.

Clarity what's happening now:

- Consistency across materials - purpose of first meetings: not really actually
- Empathy Circles Facilitators Training:
  - - 4 modules
  - will be tested out few times
  - Need to write on
    - Facilitator's role: [https://docs.google.com/document/d/1\\_La91Ny4y2E1-9Vlahoe6G7ReJRJA1G0DtU3TnUljT8/edit](https://docs.google.com/document/d/1_La91Ny4y2E1-9Vlahoe6G7ReJRJA1G0DtU3TnUljT8/edit)
    - Lesson's plan
    - Producer/Organizer: Edwin already

Website of Bridging Political Divide and Facilitation Training are consistent and good.

**Next Meeting - every Week this time**

## Meeting Jan 9. Agenda

- Edwin - Keep plugging away at the Benefits.
- In the training was hearing be

**What does that mean mean to facilitating an Empathy Circle?**

- There is not much to doing it.
- It's more like an MC
- Where to start.
- What do people who want to be facilitators need?

**What are empathy circle facilitation skills?**

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**What are questions you have about facilitation?**

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**What if there are problems or challenges?**

- **This is where the Juice is.**
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**Jessica's Experience**

- Wanted to know the technical e producer role?
- How to choose a topic?
- Concern - I don't know enough about empathy?
- Skills you need, communications skills.
- Is there a book I can read?
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**What are your questions about facilitating?**

- Why do you want to facilitate?
1. Be participation
  2. Be a co-facilitator
  3. Empathy Cafe
  - 4.

**What are peoples challenges with facilitation?**

- **What if people do not reflect properly?**
- **What if people interrupt each other?**
- **How do you interrupt or interject without tensions?**
- **How to deal with levels of conflict when the level raises.**
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**Role Plays - to people test the facilitators. (participants can be observers)**

- Conflict
- Giving Advice

**Show videos and discuss**

- Ball State example. Wanting to end the circle
- I'm not being heard - this is not empathic example

**What are people's styles of facilitating.**

- Know what your style of being a facilitator
- Emotional intelligence and knowing triggers
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**What are the challenges types of people?**

- liste

**Build a stronger container,**

- Set the intention
- Be able to listen to each side and then bring them together.
- Have a co facilitator for support
- Have a pre-circle for the facilitators
- Have a post-circle for the facilitators

**Want to learn to be able to hold the circle and it gets more challenging.**

**It's ok to make mistakes.**

**How to balance the attention for people. So that it is fair. I've noticed that some people may feel left out.**

**How to be aware of your views and energy of different participants.**

## Challenges

- **How to go deeper?**
  - Facilitator does emotional- mindset prep.
  - the facilitator sets the stage by sharing something deeply.
  - Facilitator shares something personal
  - The topic - how is that frame
  - How to set the stages - flowers, plants. Set the estics
  - What about facilitator authenticity - congruence
  - **Have a facilitator support group to discuss experiences?**
  - Need more feedback - about how we are doing as facilitators.
  - What is feedback? Judgement or effect on me
    - My tone of voice
    - Do I look nervous
    - Were my interruptions accurate.
    - Were my decisions not to interview with the kids good ones.
    - How was the decisions I made?
    - How was my energy and body language
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- <https://sites.google.com/site/listeningwellbook/arrival-questions/-c09>
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## Meeting Dec 12. Agenda

Completed #2.

## What are the topic 3 or 4 benefits of Empathy Circles for a general audience?

### Edwin

- Like we need a team to just work on harvesting and refining refining benefits.
- Working on the Bridging Divides Empathy Circles
- Harvesting Benefits
- Setting up the facilitators training.
- Hard to just select the top 3 or 4 benefits.

## Meeting Nov. 30th

- Looking into What is An Empathy Circle v2, came up with definition: **An Empathy Circle is a small group of individuals who speak, listen and reflect back to each other, using a structured format, to build mutual understanding.**  
Action: Edwin will post on Facebook + emailing all his lists to ask feedback.
- Selecting 3 Personal Benefits: Empathy skill

## Meeting Nov 20

### To Do

- Review and refine top 3-4 Benefits
- Ingrid's Topic Circles

### Edwin

- Empathy Circle Saturday Dec 1: 10am PSt
  - Alissa facilitates: need co-facilitator
  - Women participants.
  - Topic sexism, racism
- [Dec 6: 12pm PT - \(co\)Facilitators orientations-training.](#)
- Creating a framework for capturing feedback on the questions.
- Example from circle.
- Another role is an Empathy Circle producer.  
(ie, participant, facilitator, co-facilitator, producer)
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