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**Empathy Circle Facilitators Online Support Group: Report by Karolina Kubiak**

so this is our empathy circle work group everyone gets 15 minutes to share about facilitating empathy circles and Karolina will now talk about her experiences actually I would like to speak about two things one what the circles in Poland and second is the project that the the thing we do together with Marta since I know she wants to focus of something else maybe I will share that so about empathy circle circles in Poland I'm trying to be persistent very systematic so I have this habit of announcing and purpose cocoa every Tuesday at 7:00 p.m. and I repeat this formula every time and it become kind of you know like a refrain and I think it's good because it's stuck with my I hope it starts in minds of other people and there are people so coming back to impartial circles and and they say oh that's great that you're still doing it after half a year for example so I feel encouraged of doing it because you know sometimes I have this feeling like do I feel good to facilitate today in particular sometimes you know I don't feel in good shape but lately it kind of become more people and more people in those amputee circle I do not record them because I kind of recognize that people don't want to be recorded most of those empathy circles are very intimate and I accept that I have few recordings and I can share them I have them on Facebook or on YouTube and that's okay I don't have to record every meeting for me it's important that people feel comfortable doing and political and and want to participate and that's I feel like this rule I remember Bill saying once we have to be persistent and it's kind of I speak kind of effect of being persistent every week the same day the same hour and people kind of remember that and coming so that's one thing and I feel good about it about the project we do with maka we so Martha feel free to join my time and to add anything to that so we try we well as a member of global support I facilitate open region calls that are regular empathic circle now

it's every two weeks but I think that soon we will start to do that every week every Thursday it's in different time that is convenient for Asia Australia we want to bring two more time zone and that I don't know cool the attention of some people in global support and they are asked asked to to organize facilitators training for Australian team there were two how many people we have six seven people I think yeah and seven yeah seven people and we do that step by step we start with we are lucky because most of them are invoked somehow in some forms of therapy so they have some skills it's easier to work with them and we perform one session which was regular and particular and we explained the method and then the second meeting was about facilitation we gained facilitate regular and petite circle but the topic was facilitation and we were sharing some knowledge we already have with Martha and also let them express their concern their worries whatever comes to their mind and we were discussing facilitation next step is to try facilitate we with our support so that's the next step the participant will do we let them do organize themselves we gave them some materials we produce for this purpose and we will trying to try how it works we try to model it that's how we trying to do that we will see how it works Martha would you like to add something to that thank you yeah I mean it's the first run of a training and you know and we'll finish it I suppose then the materials will change as well as we modify them based on what we're learning and then they'll be you know put out supposed to you as a community to have input into it and improve it as well so the because it's six of them where it was seven eight there were some other people we've done the first empathy cycle with both groups and we've done the first the second sessions of the facilitation training empathy circle session with one of the groups so we still need to do that session it's been recorded you know so they can keep the recording if that as well for themselves they want to watch it again because it's very very rich and but then we still need to do that session with the second group and then

it's up to them really to book it with us because it's one-on-one really they need to find a group that they want to facilitate and bring us in yeah ultimately that's a big part of what we were telling them as well and insisting with them is that they need to create a support group like this for themselves as they yeah that's the poor fourth yeah I forgotten to say that that important yeah yeah

so third step is facilitating with an experienced facilitator there to support you in doing it and then the fourth step is having your own support team ideally would already be there because I suppose they will end up being probably Sport team of each other but even if they didn't have someone there yeah yeah yellow

I'm curious in your training if you did any role-playing or practicing of difficult kind of facilitation situations no we didn't do a play rolling role-playing okay I think it's too early for them to students to kind of deal with role playing they have to try a simple facilitation kind of experience that people Familia are comfortable with the process and then we can try telling each other well and one of the aspects of role-playing is that the role player can either do a very mild light difficulty or you know very challenging difficulties that's one of the things that the variables that can be introduced into it

yeah but I that's actually I think that we can't like let's say the part of the people that they pick to be there on this their own first though what facilitating if it is being too easy if the people they take in all of it is too easy we could have pre agrees that if that happens that we might introduce a light challenge like you know it's a good idea to consider yeah I saw Emily think tank you are muted pan and you are no I was just dropping my head up sorry okay any other question can you explain what is the role play I don't know of the variations of the process

no would you explain sure so so I've kind of seen in the facilitating that I've done certain kinds of problems that show up regular you know predictably like somebody who instead of reflecting back what the person says they start

commenting on what the person says or adding information or asking questions about it or complimenting the person on what a great person they are or something like that that would be one kind of thing another would be someone saying you know well I don't really like this process I I don't like having a time limit or I don't I don't want to do what you're asking me to do then those are a couple of them's and I I made up a list of about I don't know 20 different things some things that listeners do some things that speakers do some things the facilitators do that are things that could be acted out we actually add your list of elements of yours

you  
yeah and it's a way of practicing how to respond to this kind of situation sorry I did what I just said if the role-playing is a way to practice how to respond to those kinds of situations it's practice for facilitators it's not a different process in the empathy circle right but I mentioned you you play with the rules like in the group we were in with bub we twisted a few times rules like sometimes we did well party what you just said but it was accepted and maybe it did not help but it was useful Wow

yeah I don't know that like in your view if the process is straight or we can sometimes play with it a little request and you do you mean play with it with what purpose bob was here it would be more simple for example at one time I was interacting with someone no it was my turn to speak and I asked if I can instead of only speaking and for the other while to reflect I could a little bit deep in the subject by asking some questions like more direct contraction but still in the shape of the empathy circle but we were talking about the same team and having the same kind of issues and so Bob was facilitating only thumbs up so he said yes do it and it was great it was really great you can ask Ben who is here he was part of that he is the guy I did that with I think the main thing that a family is like the opportunities be created within the rules so there were like opportunities to kind of like you know choose who reflects you so you need to choose the same person who would just reflected you back and you know there are opportunity

for that against very simple reason I know that sometimes we feel incomplete because we couldn't ask question and we didn't get answer but first of all we have the opportunity to do that when is Howard when there is our turn that's the moment we can get involved with our view with our questions with our doubt whatever comes that's first thing second thing if we if we interact with our ideas it's for me this is very subtle process when were we respect each other space and each other's boundaries we don't force anybody to respond to our question we can ask this question but this question might stay unanswered it's a choice of the person to whom this question was sent and when we stick with the rule we left this free choice to everyone when we interrupt the process and we work out directly we break this process

I like this capital structure that helps us be respectful to each other I was down the queue so yeah I agree with with that

in terms of this is an initial first step practice that we're doing here so to stay within the practice I think is very important but the thing is is without hearing is you do have a choice to who you speak to so I guess two people could just start speaking to each other because they have that choice and sort of so that's sort of a and then they could exclude everyone else if they want to kind of play a game and not be inclusive so so that's but they do you have the choice to speak back and forth a few times too so yeah yeah that's it and then Ben mm-hmm yeah I just wanted to say I would like Bob to be here to explain because he was the facilitator and there was a lot of respect there was no interruption or it was very respectful that's it it was only to have more interactive instead of I say all I have to say and then I stopped and the other one says all you have to say that's it yeah I think there's things that have we all value about the empty circle practice and I think one of the main ones is you know the space to be able to speak and be heard like you know and having that uninterrupted and I think that has a relationship to the structure that we have here and I yeah that's all I'll say I wanted okay I will give you it when I

just want to do some comment  
well this guillaume said it was very  
friendly and very nice and very careful  
when it is careful but sometimes it  
becomes trick strong very nervous and  
that will be destructive to somebody's  
kind of situation in the circle when  
it's nice it's nice but sometimes it's  
not nice so it's better to keep those  
yeah so yeah  
think things can blow up and the  
structure keeps things you know less  
chance of blowing up and it's we're  
really trying to practice and we have  
done circles you do several hours and  
then it's that so that mindfulness of  
awareness that empathic awareness is  
sort of wired into everyone and then you  
can even let go of the structure you  
know after a couple hours and then it's  
really great but we're really here in  
these circles is really a practice  
there's a lot of new people you know who  
don't understand what's happening so it  
structures and yeah pretty important and  
I'm just noticing the time - yeah time  
is up I just