

Toolkit 2 - Learning Unit 5

Ethics and human values inspire your leadership as a coordinator

Encouragement: Post - INTERVENTION. Activity 3

Making Work and Intervention More Meaningful, Safer and More Effective.



Training

POST-INTERVENTION

- Question : Do you feel your team needs to reassure and motivate themselves ?
- Green side NO: Please go to the next step
- Orange side Yes : Activity 3 : Two Empty Chairs Exercise-play

ACTIVITY 3 : Two Empty Chairs Exercise-play

You have already worked with this team on this exercise which aims to stimulate a particular form of encouragement in the pre-intervention or acute phase.

If the team has changed partially or completely, we suggest you first make the tools of unit 2 of this section Toolkit 2 with them because a good presentation already creates a foundation of solidarity which is in itself encouraging because it creates belonging, especially in an intervention in a post crisis situation.

This exercise reduces the projections in a group discussion but urges them enough to permit the protagonists to feel different and receive support for the individual and collective empathy attitude. The encouragement derives from this common awareness and experience that one's own space must match with the space of the other (Adler, 1912). The empty chair in a group identifies and underlines this deep and fundamental dynamic. The perception and reaction of the group with your moderation and coordination facilitates the supportive evolution of these dynamics.

Two Empty Chairs Exercise-play

As a conductor you can resume the discussion evolution in the pre-intervention phase, if the team is the same.

Target. In groups of 4 to 20 people, make the discussion more orderly and encourage listening; discover the roles of each in the discussion. You can think of using it for a hot topic, if the group already seems mature, a theme inherent in the intervention, but without focusing on the solution, but on the process. As in pre-acute-intervention, take the time for the solution later and communicate it.

Material : Two empty chairs; placed one in front of the other in the center of a circle of chairs.

Time : As long as the discussion lasts. But it is preferable to give a precise limit although satisfactory for the needs of the group and the context.

Method : One person at a time, randomly or in turn, occupies a chair in the center. After expressing his version of the “case” or of the “theme” under consideration, he sits in the other chair and responds in the way he imagines his opponent would respond. Responses must be as objective and representative as possible.

Remarks : Putting oneself in someone else's shoes, represented by changing the chair, urges us to seek the truth from the point of view of others. Encourages identification, even sympathy for the opinion of others. The danger is that he will be ridiculed or he will take a caricature posture. Both situations can become an opportunity that as a conductor you can take in hand and manage – as in psychodrama – by taking the place of the empty chair in front of the protagonist person, and start a new soft and calm discussion by you in his precedent role, and he in the current opposite role. You decide when to stop this discussion and change the actor.

Remember : don't stay focused on the solution, but on the process to lead the person and the Group to develop cognitive, emotional and postural empathy to stimulate the sense of belonging that is the basis of the process of deep encouragement.