Toolkit 2 - Learning Unit 5

Ethics and human values inspire your leadership as a coordinator

**Encouragement: Pre and Acute - INTERVENTION.
Activity 3**

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

Training

PRE and Acute-INTERVENTION

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

ACTIVITY 3 : Empty Chair Exercise-play

The empty chair (or auxiliary or hot chair) is a technique of psychodramatic origin and is used both in Psychodrama sessions (Moreno, 1946) and in Gestalt Psychology (Perls, 1973).

Method : In this technique the person represents another person or a role and improvises a dialogue on his own: making the parts explicit.
https://www.youtube.com/watch?v=ZsZqJXf4vMI

Focus : This simple approach allows patients/clients to work through interpersonal or internal conflicts. It helps people to see the situation from a different perspective and to acquire information about their feelings and behaviors, but also their "false beliefs". The aim is to promote integration between the opposite and conflicting polarities of the personality.

The empty chair, which occupies a very specific space in the environment, is used to permit the protagonist to say things to another (living or not) that he has to imagine occupying the space offered by the chair. The concrete, but empty, element represented by the chair lends itself to being filled by everything that the protagonist sees in those who occupied this space: it is a space where the perceptions, emotions, feelings, projections, fears, desires of the protagonist rest.

Skill : this exercise stimulates and develops the creative (adaptation) adjustment and regulation, in line with the traditional techniques of psychodrama and gestalt therapy.

Through psychodrama and/or real group exercise, the protagonist not only achieves a better understanding of himself, but can also try to redeem himself from the blocks or inhibitions originated in the past or present, experience new ways of contact with the outside world, and with himself, assimilate and integrate the unfinished event in the here and now, and finally he tries to change.

In the group it's the same effectiveness, but more complex. For this reason here we propose to you a simpler and more framed exercise, which reduces the projections but urges them enough to permit the protagonists to feel different and receive support for the individual and collective empathy attitude. The encouragement derived 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.

Empty Chair Exercise-play

Target : In groups of 7 to 30 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. Take the time for the solution later and communicate it.

Material : One chair each plus one, 3-5 of which are arranged in a small circle within a larger circle.

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 : A chair, either in the center or in the outer circle, remains empty. Participants cannot move from the center to the outside and vice versa until they find an empty chair. Only those sitting in the center speak. Remarks. In many discussions, although one has the impression of a group discussion, only a few people take an active part in it.

The process "dramatizes" this situation in a visible form by putting these people at the center. Those on the outside can only hear the discussion and are therefore able to pay more attention. Those in the center are made to understand that having been placed in the middle with the right to speak deprives others of this possibility. There is usually a fairly fast and free exchange between the two circles.

If it does not happen that in a natural way, more or less quickly, people realize the balance that must be operated in the process of listening and speaking, you can intervene by imposing a change: all those who have already spoken sit in the outer circle, all those who have not yet spoken take their place in the inner circle. This is useful to implement when you have little time available.