**Exercise Swap**-Friday Stephen Andrew

**Pick a symbol** (Rectangle, square, diamond, circle)

Stephen Andrew

Rectangle: leaders

Square: brains

Diamond: artistic, creative

Circle: preoccupied w/sex

Ice breaker: research is bunk, just for fun

Discussion about “accurate empathetic reflection” rather than “reflective listening”

* Going underneath what the person says to what s/he means
* Aikido conversation: going *with* the person’s energy

“People change through the heart, not through the mind”

“Get people where they dream, not ‘where they’re at’” Stephen Andrew

* Below people’s fears are their dreams

**Between friends - Judgment**

Show a photograph (that has a related but different picture on the other side) and ask participants what is in it, what they see

(facilitator responds based on the photo s/he sees, rather than the one s/he is showing)

The therapist has a different picture than the client

Debriefing

Stephen Andrew quotations:

“All judgment is violent” :If we disagree with the client, it engenders fight, flight or fade away.

* Complex reflection can feel like a judgment, but the therapist can “clean it up” by the interaction with the client and his/her feedback.

“To hold the “right” position is to destroy the relationship”

* *Suspend the right position* so we can build a compassionate relationship

“You are responsible for the intervention/process/conversation, not the outcome”

“The greatest practice is not what you say, but how it lands on the listener”

Stephen chooses to amplify these quotations to trigger thinking about these things

* If participants argue, opportunity to model “rolling with resistance”

**Presence, Interest, Curiosity**

PRESENCE:

Witness/Listener: Listen with your ears, heart and be “wicked delighted”

No speaking, no bobbing

Speaker: speaks about for 4 minutes about one of the quotes previously given

Debrief: what does it feel like as the Speaker?

Presence itself is not necessarily helpful but needs to be present. Change the dynamic of thinking what to say next to letting the information land and PAUSE, which translates to “I hear you, I breathe you in”

Speakers mention having concerns about talking for 4 minutes, getting no feedback🡪 Clients have to talk for 45 minutes in a one-way intimacy (they talk about their inner feelings, worker does not share personal life)

INTEREST: (change pairs, Speaker rises and moves to the next speaker’s chair)

Witness/Listener: offers presence and may use reflections head bobbing when you feel Speaker’s energy going down; NO questions. If Speaker hears a question, Speaker says “Question” and not answering.

Speaker: talk about hopes and dreams (4 minutes) “where would you like to be in a month/a year/5 years”

“*Deep* interest”:

DASH OF CURIOSITY: (change pairs, Listener rises and moves to the next Listener’s chair and becomes the Speaker)

Worker offers presence and interest and asks one question: TELL ME MORE ABOUT…

Speaker: how did you get here in your career?

Bring wonder, imagination, empowerment, deeper meaning, support of autonomy/support (wisdom lies within) to the conversation

Debrief:

Hopes and dreams is moving forward, talking about the past is easier but not forward-moving

**Empathy quiz: Rachel Galanter**

Do you have a smoke detector and change the batteries at least once a year?

Do you buckle up every time you are in a car, even when you are in the back of the car?

Do you exercise at least 30 minutes 3 times a week?

Do you wear a helmet each time you ride a bike?

Do you wear a personal floatation device (PFD) every time you are on the water in a boat, etc.?

Is every child under 8 years old always in an appropriate car seat every time you drive?

Do you have a fire extinguisher in kitchen?

Do you floss every day?

Do you have a fire safety plan at home and done it with the family at least once?

Do you abstain from cell phone use in the car, including text?

If you had 10 Yes answers, stand up.

Was there new health or safety advice in this that you did not know?

Were No answers related to things you did not know?

Were ALL No answers related to not having information about it?

Debrief: Why don’t we do things we know are not good for us?

**Using a learning plan**

Where am I and where do I want to be in 3 months?

Key learning ideas?

**Debriefing**

Wait until whatever comes to you from the participants, and reflect what *they* bring to you, tying into MI principles and spirit. Use appropriate quotations to illustrate what they are saying and makes them think more deeply.

Theory is illustrated in the debriefing, through the experience.