

## PROTOCOL 5.3: Constructivist Listening

- ▶ The following protocol supports group members in preparing for listening in a group setting.

**Total Time:** 10 minutes

### Opening Moves (Introduction) (5 minutes)

- Review purpose of protocol.
- Review agreements (norms) of the team.
- Identify facilitator and participants.

### Review Norms and Guidelines (5 minutes)

**Norm:** I agree to listen and think about you and what you are thinking in exchange for your doing the same for me.

**Guidelines:** Each person

- has equal time to talk.
- does not interrupt, give advice, or break in with a personal story.
- agrees that confidentiality shall be maintained.
- does not criticize or complain about others during their time to talk.

### Preparation

- Facilitator asks each participant to find a partner.
- Next, the facilitator presents a prompt for each participant to share with the other (*e.g., What are you thinking about most today or this week? What do you need to discuss to be fully present for today's work? What are you looking forward to today? What are you confused by or challenged by?*).

### First Cycle

- The facilitator asks the first participant to share his response with the second participant.

### Second Cycle

- The facilitator calls out "switch" and asks the second participant to share her response with the first participant.

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