

## FINDING THE ROLES IN THE ROOM

**PURPOSE:** Seeing our own dynamics between all of us as a system, rather than personal.

**CONTEXT:** For a group to be able to unearth the dynamic of a system safely without scapegoating, we need to understand that whilst people will speak personally, they are also a role or a part in the system. In this exercise we are growing our ability to hear and understand on two levels

- What people say personally – the content, the feeling
- The role or part that represents in this dynamic

**WHAT YOU WILL NEED:** Large sheets of paper for small groups to draw on, marker pens

### INSTRUCTIONS:

1. Sort the issues in the room and collectively decide on what you are going to focus on (alternatively, you can use an existing discussion as your starting point – in which case jump to point 3).
2. Discuss this issue as a large group for 10 minutes or more.
3. Break into small groups.
4. Get people to draw/map all the different opinions or positions that they'd seen in the conversation. Give each position/perspective/opinion a name that is not the name of the person who said it, but rather as if it were a role or character in a story – eg 'the teacher', 'the fighter', 'the activist', 'the peacemaker', 'the person who gets it wrong', 'the spiritual one' etc. Decide as a group what to name each role. Give the roles names that best describe what they stand for.
5. Go ghostbusting: were there any ghost roles/feelings that you felt were around but weren't represented by anyone in the room? Give these a name and draw them on the map in a different colour. Eg 'the child' or 'the land' 'the govt'
6. Get small groups to return to the larger group and each present what they saw.
7. Have a Group discussion on how we can bring ghost roles more directly into the group when we notice them in the moment.