

18:29:47 I wish for you the practice of making peace with your internal state.

18:29:55 It helps to row.

18:29:57 I'm delighted to hear that.

18:30:00 Hello everybody is you are arriving.

18:30:05 Hi, we are,

18:30:09 we are right at 630.

18:30:13 And so I was very curious to see who was going to show up for practice week, you know, a lot of people want to like sit back and listen to the vet week but I was very curious about who's going to show up for the structure practice week so I'm happy to

18:30:27 see you all here in the email that got sent out the reminder email there was a handout, just so you all know you're going to copy of a handout.

18:30:37 And I just want to thank Valerie Where's Valerie she's here. Yay, Valerie had shared this activity with me actually as a. Oh, she just disappeared.

18:30:47 Magic I save her name but she doesn't use what

18:30:51 she had shared this idea of having a more structured way of playing with some empathy practice and so we're going to try that for a while and we're going to see what it feels like to be doing something a little bit more structured and intentional.

18:31:12 So that's what we're going to be doing this week. Since we're a small group, as of right now, I would love to just invite a couple of people to check in with feelings and needs and how you are and what's up in your life with our small group, instead of

18:31:27 moving you into, into other groups so would anyone. Would anybody like to check in high school I go ahead.

18:31:34 I'm bursting I'm trying to easily I just walked in from the hospital.

18:31:39 And my husband is on been placed on palliative care.

18:31:44 So it means it's near the end.

18:31:47 And so it's been a very emotional day I met with the polishes department and so my feelings are

18:31:59 how prepared we were for this in this sense of reading endless books for years, taking classes on a year to live.

18:32:11 I gave the palliative department when they talked with me this morning the book list I have utilized. And they were in all of it, and also the things we've written.

18:32:22 So, well, it's, I will not how well actually handle it when it actually comes but at least we didn't pretend we weren't going to die, years ago, before we got the 83 and 87 so that feels like you know I did something that was proactive and important,

18:32:43 because my husband's not and the cognitive way that he's really able to do that right now, the way that we can read it and see our videos.

18:32:50 So I'm, I'm, I'm pleased and then wondering you know just I'm going to be carrying off. And I think NBC is going to help me in every way. So, that's my checking.

18:33:04 Thank you, Paula.

18:33:07 Would you like anything around that would you like any empathy guesses around that or do you feel complete.

18:33:17 I can't hear you, sweetheart.

18:33:21 Thank you for asking. I think I think people go, if somebody would enjoy doing that that would be lovely I'm just so kind of so full you know how your teeth, tea cup is full.

18:33:33 And I sort of brimming over and.

18:33:37 Yes.

18:33:39 Is there anyone who would like to make a couple of guesses of some feelings and needs that you may have heard from Polish sharing,

18:34:01 clean, go ahead.

18:34:05 I'm wondering Paula, if you might be feeling a little exhausted but kind of at a place of peace.

18:34:18 Thanks Kelly and that fits to the level of just want to be a compassionate companion to my husband and I worked out with Frank Austin sec a dip dip dip dip dip Nope, sorry, Sorry.

18:34:34 I know, I know you get me.

18:34:38 Yeah.

18:34:38 Yes, thank you I I'm, I would say, I'm at peace at one level that I have done everything I could at this point.

18:34:47 Yes. And I'm living in the question, because I have no idea what will really happen. As I as I entered the head, and another level.

18:35:00 But my pieces my goal.

18:35:02 And my pieces to be called so that we can just experienced things in the moment and go with that.

18:35:10 I think that's very vitally important.

18:35:13 So hearing this very last piece that Paula just expanded on would anybody else like to guess, and a feeling a need for this additional.

18:35:34 You can do it in your hands for yourselves because it's really good practice Suzanne, go ahead.

18:35:39 I'm, I'm wondering if you're feeling some serenity.

18:35:45 Feeling screen.

18:35:46 And you met your need for acceptance in the moment.

18:35:53 That's perfect Colleen, yeah, serenity in the moment.

18:35:58 With that, as an absolute.

18:36:00 Yeah.

18:36:01 Okay, good.

18:36:03 lovely thank you thank you guys.

18:36:06 I thank you for playing a little longer with that because that served as a really lovely demo for what it is that we're doing today.

18:36:14 And a couple of things that I want to highlight.

18:36:19 So today that week three for those of you who are just joining week three is always going to be about pretty intensive practice, so you can let me know.

18:36:38 He was going to be my assumption, when you're showing up for week three.

18:36:31 I'm going to assume that you are open to really directive

coaching from me.

18:36:37 You can put in the chat.

18:36:40 I'm not a for coaching today.

18:36:43 And I will be incredibly gentle and I will tell you how wonderful you are regardless of what you're doing.

18:36:48 Okay.

18:36:50 So, if at any point you're like, I just don't have the emotional stamina, for any kind of coaching or correction or going more deeply or challenge I'm feeling tender and fragile and I'm going to get defensive and cry.

18:37:00 You just put in the chat know coaching from me today.

18:37:04 Mostly because the intention for week three is going to be getting a little bit more into the practice and playing with language and so it's easier for me to assume and to just know here are the three people not to, you know, call out, then to, and we

18:37:32 see wherever the center of gravity is, I'm trying to go for ease. Does that feel okay to everybody.

18:37:23 Okay.

18:37:26 I hope that I don't do anything that is particularly shaming for anyone.

18:37:31 Just know that the intention here is really for skill development and learning. I'm not going to be trying to empathize with your bad empathy.

18:37:41 I'm here to show you what's not working about what you're doing. And if you don't want that you can opt out really it's absolutely, but it's not like my intention isn't to model empathy with correct.

18:37:54 Does that make sense. Just keep in mind it's going to be teaching oriented. Okay.

18:37:58 And if anything doesn't work for you, just let me know.

18:38:04 Alright, so something regarding but just what you said not about my issue. Yeah.

18:38:10 It's so beautiful because I think the awareness of readiness to hear the coaching. Yes, critic I've had people coach me when I wasn't ready and I needed it, but that's the irrelevant.

18:38:24 It's an overall I'm to, you know, fragile as that time. Yes, you later but that you have pointed that out, and I've been you could always have that as an option yourself, but it feels good that you have put that up front for permission.

18:38:43 Yes. Yeah. You're welcome, you're welcome. Sometimes when I'm sharing something. And I'm in pain. What I really want is empathy and.

18:38:55 And these are learning groups, right these are learning skill development groups, these are not therapy groups, they're not necessarily support groups, even though they can feel supportive.

18:39:07 And so because we're going to do a lot of practice on week three every month. I just want to really set the clear intention that you are.

18:39:16 I want you to just do it badly.

18:39:19 You know like do it badly and learn.

18:39:22 That's really the intention is to really sort of get some

feedback on how you might level up in your language in your practice any blind spots.

18:39:32 And I also really do want you to have the ability to say I don't do that for me Thank you, and that's fine. I want.

18:39:38 So, we may end up switching it where it's like if you want coaching tonight, put your name in the chat and I'll only focus on those of you and everybody else can just be left alone or we can all play with it, we'll see how it works.

18:39:48 All right. Anything else left on that piece.

18:39:55 All right.

18:39:56 Did everybody get the handout, or does anyone know not everybody got the handout so here's what I'm going to do I'm going to screen share with you and I'm going to walk you through the instructions.

18:40:06 Then you're going to be put into groups of four. And you're going to go play with it. And we're going to use the structure frequently so you can begin internalizing it.

18:40:16 And we may you know, find some tweaks and if other people have other structures that you've really enjoyed that you would like to have in the practice time send them to me.

18:40:25 And we may have a few structured activities to draw from but this is the one we're going to begin with. Okay.

18:40:31 So let me share my screen.

18:40:35 Here we go. And then everybody can just see how it goes. So, you will all have received this in the email and the reminder email today and it is also on the membership dashboard.

18:40:45 So at any point you can log into the membership dashboard and download this. The other thing that you might find useful for week three structured activities is to have feelings and needs sheets right in front of you, because we're really going to be doing

18:40:56 structured feelings and needs practice right MVC style practice.

18:41:01 So, here's how it's going to work, you're going to have about 45 minutes, and you're going to nominate a timekeeper once you get into small groups, you're going to decide who's going to keep time, and you're going to need a timekeeper and you're going

18:41:12 to need like alarms that go off or little things that happen that everybody can hear so that you can help each other stay on track.

18:41:20 During the exercise portion there's no feedback giving, there's no discussion there is no longer, you know like, well I said this and I don't think that and while that fit or that didn't fit nothing.

18:41:31 Okay, and you'll see what I mean as we go through.

18:41:34 At the end, you will have 15 minutes to talk about anything you like. Okay, you can harvest learnings you can be brief, you can feel into, you know what that was like for you, but I'm really going to ask you to sort of work with the practice round which

18:41:46 is about half an hour long so stage one, one person in your group is going to talk about something that is alive for them. Okay, so one person is going to be the speaker.

18:41:58 You're going to set three minutes, and that person is just going to talk about anything that feels alive in the same way that when pull a checked in, she talked about what was going on.

18:42:08 When the timer goes off at three minutes you will stop, even if it's mid sentence, right, you just going to stop me You can say a few finishing words but don't go on.

18:42:19 While that person is speaking for three minutes, and you're going to just number of posts and number two is really going to be listening for what happened.

18:42:29 All of the neutral observations, what is the what happened of the story.

18:42:33 So your husband went into the hospital he's moved into palliative care and, and personable one is just going to listen for the what happened with an eye to being able to say it back in neutral terms person number two person number two sorry person number

18:42:51 three is listening for feelings.

18:42:53 One of the things that's going to help you, is person number three, the feelings listening person is to pretend that the person is speaking in a language you cannot understand and to pay zero attention to the story.

18:43:08 You are tuning into facial expressions, body language tone of voice.

18:43:14 Okay, you're listening for feelings which is beneath the words.

18:43:19 Sometimes it's helpful if you try to sort of put on a filter where you don't really pay attention to the story in your, and you're listening for feeling words that they are using.

18:43:26 And you're also listening for what is alive in them now.

18:43:31 And the person before you're listening for the needs.

18:43:34 What are the deep needs that this person has either mad or on that.

18:43:39 Okay, so you're just paying attention to one aspect of the information.

18:43:43 So after the first three minutes stage.

18:43:48 After three minutes off the stage one the other three people each get one minute so personable one just listens.

18:43:56 And by just listens you're not saying, I mean you can give little minimal encourages right like yes yeah kind of know but don't get into a discussion.

18:44:08 So for one minute person to says, here's what I heard you say this is what I this is the story, this is the what happened.

18:44:22 Lesson number two says, I'm wondering if you were feeling I'm wondering if you were feeling. I also had a feeling about this. I'm wondering if you were feeling and there can be some back and forth you know i mean if you only have three feelings you can

18:44:26 have a minute of checking in around you know what's resonating and what is not.

18:44:28 And then one minute of personal before saying, I'm wondering if there was a need for this was this need mad was that need met and doing a minute of sort of needs guessing, then your switch, switch

roles.

18:44:44 Okay.

18:44:44 Then person one moves to to two moves 233 moves to fall and person for becomes the speak person for talks for three minutes the other three listen in a different role.

18:44:55 And then at the end of half an hour, everyone in the group has played everyone.

18:45:00 And then you have 15 minutes of debrief.

18:45:03 Okay.

18:45:05 Once everybody's had a chance to be in the role you share what it was like for you what worked for you What did you learn about yourself. Where did you struggle, what did you notice and you get to debrief and then you'll come back to the large group and

18:45:15 then we will debrief lunch.

18:45:18 Okay.

18:45:19 Questions.

18:45:25 And are you going to pop in and join any of the groups or wait till we come back and can we also use the help but

18:45:35 yes, use the help button that anytime. I'm just going to pop in and out and when I come in and out, just ignore me.

18:45:43 I'm just going to be observing and listening. Now, if there's a group that doesn't want me popping in, you can let me know that I don't need to know i mean i don't i don't want to disturb you.

18:45:56 And so here's, here's the pro and con.

18:46:14 Sometimes when I drop into small groups in a structure like this everybody's anxiety goes up, and they don't get into the activity enough because they're being, they're aware of that they're being observed and their attention gets divided.

18:46:09 So, even as I say that right now, I have a wondering if it would be better for at least the first few times that we do this to stay out of the groups, so that you can kind of get into a groove without being worried about me coming in and looking while

18:46:24 you're figuring it out. But with time. Once it's internalized, you can let me know when you want me to drop in and come and look how does that feel to people as a way to do it this time.

18:46:36 Okay.

18:46:37 Yes, I like if you pop in and out, but that's my boat. Okay.

18:46:43 Okay.

18:46:44 Is that I'm confused on this second women to make it I didn't get the chart because I wasn't home.

18:46:53 On the second piece that I can't move it up.

18:46:56 Ok, stage two. So some new person gives their story or no I'm confused about the person one will tell their story first and posts in one will become post into they'll do facts next and then they'll do feelings next and then they'll do needs and then you'll

18:47:13 be done.

18:47:15 person to whoever that's going to be is going to start by listening for facts, then they'll be listening for feelings, then they'll be listening for needs and values and they'll be the one who tells the story at the end last.

18:47:25 So you're just going to rotate everybody's going to play every role.

18:47:32 Anything else.

18:47:36 Okay.

18:47:39 Lovely. So, one problem that might happen is that I put you in groups of four.

18:47:47 And we don't have a number divisible by four and somebody freaks out and decides they don't want to do it. And then you end up and you're suddenly a group of three.

18:47:57 What do you do decide as your group of three, which of the roles you want to combine.

18:48:04 And it's really up to you combine them in whatever you like just take the full roles and one of them will get to combine so maybe you just go with telling a story, doing the what happened and then putting feelings and needs together.

18:48:17 And now you have three people each have a role. He might decide I want to do the what happened and feelings and I want to stay purely with needs, you may decide if somebody has to tell the story.

18:48:28 Okay so that one somebody will need to do. And if you're two people, then you're just going to kind of reflect back you're going to three minutes of storytelling and then the other person is going to take a minute to think about what were the things that

18:48:39 I heard what are the feelings, which was the needs and you do it that way.

18:48:42 Okay, so it'll be adaptable it'll just be a little different if you end up with fewer people. I will have as many people as possible in rooms. The idea is to get you full full full full full full full good ready.

18:48:56 Okay. he wants to use actual timers. Yes, I do.

18:49:02 I love time. If you don't use timers, you're not going to get through everybody and it's going to be unsatisfying to people who really like to work a structure.

18:49:13 Yes, not everybody will get a chance to practice everything and maybe for tonight you can just set the intention of doing it really badly, but getting the structure down so that you get a feel for it so you don't have to think so hard about it each time

18:49:26 we do it.

18:49:29 Good anything else.

18:49:38 You've got this.

18:49:40 Okay.

18:49:41 I'm setting up the rooms to randomly assign you, there might be a room with five. If there is a room with five, I will move one of you out of that. Okay, so if you end up in a room and you suddenly a list into another room that's just me getting the rooms

18:49:56 as evenly dispersed as possible.

18:49:58 Have a great time first task is count off 1234 second task is to choose a timekeeper, and then you're off and running.

18:50:09 Okay, so

18:50:15 Oh do know now I have two teams of five forget that let's try, let's not do that let's do it like this, who's on first what's on

second.

18:50:25 I know we have three full 443 and three. Okay, so we have two groups of four and two groups of three.

18:50:33 No we don't because that includes Justin. Justin so I'm going to group, and I'm assuming everybody here is going into a group.

18:50:46 Jennifer is not going into a group, is there anyone else, if you're not going into a group, send me a quick note in the chat and I will just get this sorted right now.

18:50:55 So that Jennifer is not so Jennifer.

18:51:02 Oh my goodness. Here's how I want you to use this time. Yes, Jennifer Did you are you going in a group. Your hand is raised, I would love to witness and just completely be silent and watch the process since I'm going to be in and out I don't want to be

18:51:15 disruptive, but I'd love to be present. Okay, beautiful, beautiful, that's very easy to do.

18:51:25 And just Jennifer get consent of the people when you get in there and if anybody is uncomfortable.

18:51:30 Just call me into the room and I'll move you on move you to a different group. Okay.

18:51:36 I'm hoping I can do that.

18:51:38 Quicker met before my memory fails.

19:36:40 Alright, people are coming back and Justin if

19:36:46 I'm going to send you a text message.

19:36:56 Repeat is coming up.

19:36:59 Go right here they come.

19:37:03 Yeah, thanks.

19:37:13 welcome back welcome back welcome back.

19:37:13 Oh, hello.

19:37:15 How is everybody.

19:37:17 I would love to hear from some of you, I'd like to hear what you learned what you debrief, where if anywhere you got stuck what was useful anything, who would like to win.

19:37:32 Rachel.

19:37:34 It was quite surprising for me. I really enjoyed it. At one point I, I kind of compared it to, I know that the point here isn't to go deep or even for this to be like,

19:37:47 super super meaningful it's more like just waxing the car and the karate kid to learn how in six months to knock out the guy in the ring.

19:38:08 So I appreciated knowing that I was specifically working on a skill and I didn't kind of liberated me from doing anything well.

19:38:06 And it was amazing to me. I don't think any of us took a full three minutes to tell our stories, it was just like we were.

19:38:15 I think most of the storytellers we got into our own observation mode.

19:38:19 Because the time was so short if we wanted to tell everything we weren't going to get through it.

19:38:26 And did that work well i mean what was the effect of that.

19:38:31 Um, so this is a weird word to use but it's one that resonates deeply for me, it just felt really efficient, and I often

have a need in these settings for efficiency that was really well met and I understand that that's also not like we don't have to
19:38:47 be efficient, but I like being fish. Yeah, yeah, yeah, it was really satisfying. Yeah.

19:38:54 Yeah. Thank you.

19:38:56 Denise and then pull up.

19:38:59 Denise you're muted.

19:39:05 Hear that I'm sorry,

19:39:08 when I, when you were reading the instructions and I was reading the script. At the same time, I thought, oh, oh, oh, okay, all right so who's on first what's on second, then when we got into it, which is lovely group of women.

19:39:25 It became the ability to concentrate in one area, only giving it a fullness and more understanding to just concentrate, with one part of this.

19:39:40 And then the beauty of having others in their parts.

19:39:45 Give me everything I needed to understand those other aspects.

19:39:53 And so it was surprisingly fulfilling warm.

19:39:59 I felt. Understood.

19:40:04 It was an.

19:40:06 I don't want to just say, excellent exercise, it was a meaningful exercise. Thank you. You're welcome. Thank you, Denise. Thank you. Thank you, Paula.

19:40:27 I took the observer role because of where I am, and I wanted to present sure I could give people my full presence at something, I noticed that I liked the division and the person one person.

19:40:33 What I noticed is that the minute.

19:40:36 The minute minute minute kind of thing, it's, it's so artificial because sometimes when somebody hit you with a really heavy, heavy duty things, one needs to bring it into your being translated, and then give it back.

19:40:54 As a, you know, for, for their for the empathy. And so, the quickness of it. It's more like oh, usually Yes, you've done yet. Whereas, more time but I understand that this was an exercise so that, but I just wanted to say that I loved it though and I

19:41:13 found that really enjoyable, listening to people and learn something, but I felt the pressure of the feminine from the other people.

19:41:26 I felt their pressure to immediately answer like that, within that very contrived one minute.

19:41:31 Isn't that very contrived one minute kinda. Yeah, yeah not letting it digest and percolate. Yeah, it definitely felt like it had a different sort of Style For You felt more pressured and a little bit there was more attention.

19:41:44 Even though you still appreciated the effect of that you you want to highlight that aspect of it.

19:41:49 Yeah. Yeah. Thank you, Paula, Eli.

19:41:53 Yeah, so I was just listening but then I had the is invited at the very end with a few minutes to chat and so the thing that I

noticed was with my story.

19:42:04 I was very focused on a specific one or two feelings and a specific one or two needs. And so when the guesses came up. Hey, what about this or this or this.

19:42:17 Um, what I noticed was how narrow vision I was with my feelings and needs. And so given the, the invitation of Hey, we're doing this or this. Instead of just saying no and being like, I don't know, it was I.

19:42:36 It allowed the, my, my focus to expand and include those things.

19:42:38 And that was a it was a real gift so I appreciate that for my group.

19:42:43 Thank you.

19:42:46 Go ahead and and then clean.

19:42:52 Oh and no no clean go.

19:42:56 One of the things I noticed was that my usual tendency when I give empathy is to just skip the feelings they're too painful they're too raw and jump right to the solution the needs.

19:43:09 And so having this structure where I had to focus on the feelings at times was a really good exercise for me and I really appreciated that about it, it made me focus on each section.

19:43:22 Wonderful.

19:43:24 Thank you and I couldn't find my unmute button I got panic there for a moment, real light. I was hard being a timekeeper and.

19:43:35 And yet I really liked the equal distribution of time, because sometimes people who have said I don't want to talk too much for my opinion go for 10 minutes, including myself.

19:43:48 And so the time constraints, although pressured in the moment.

19:43:53 The other thing was I noticed I felt more empathy in a short amount of time when someone reflected back, pure observation.

19:44:06 And rather than going all this. This must be this and this, and it just went on for too long, or even when someone is really struggling to tell you how what you've shared has touched them in some way reminds them of this or that about themselves or what

19:44:23 you think they need, or that time I'm going on.

19:44:28 And just holding that we have some content, minute leftover or 30 seconds left over.

19:44:37 And knowing I was really heard and held was powerful.

19:44:41 So thank you.

19:44:43 Thank you.

19:44:45 I love hearing that he fun.

19:44:50 Yeah, I was also going to say, I really appreciated that feeling seen and feeling heard, even though it was very brief.

19:45:00 And the other thing.

19:45:03 I think the feeling gases. And it just gave me permission to guess because sometimes people, similar to what Eli said, sometimes people said something that was not at all what I thought I was feeling and then I like I tried it on and I'm like yeah actually

19:45:20 that is part of what I was feeling so I appreciate it that

19:45:26 it sort of deep into a range of awareness that sounds like, yeah, yeah,
19:45:33 yeah.
19:45:36 Anyone else, yes Stacy.
19:45:41 One of the things that you said that was very valuable for me was when you said to watch the person's body language and if you're doing feeling. Notice the facial expressions and gestures, where are they looking.
19:45:54 And I did that, and it was a whole new experience. So, thank you. Welcome.
19:46:02 Welcome.
19:46:11 I just want to piggyback on daisies for a second. I have a friend who she teaches empathy to corporate leaders, which I think is just the coolest job and she was.
19:46:22 She asked a bunch of friends to participate in a workshop just to practice it and she had us do very, very similar to MBC practice where we told the story that was going on, but on mute.
19:46:33 And we had to make empathy guesses just based on the body language, and the facial expressions and it was fascinating. So, yeah, lovely, that's a great exercise I love that.
19:46:46 Yeah.
19:46:48 What did some other people notice anybody that we haven't heard from yet.
19:46:53 I want to just invite you to feel free to jump in.
19:46:58 And of course if you want to jump in twice, you're always welcome. I'll do I'll jump in with two comments. one of them is that structure was helpful to only focus on one of the aspects at a time.
19:47:12 Right now I am just focusing in on feelings or just focusing in on the needs so that was helpful exercise and then instead of trying to hold it all.
19:47:23 The other thing is, after I shared my story that has been feeling like an octopus in my head and all of these moving parts in it I got pretty clear in just three minutes.
19:47:36 What I might want to focus my attention on so I'm surprised that the clarity that came with just a short amount of time.
19:47:44 Yeah.
19:47:46 Yeah. Any one of the things I'm hearing so far is that there's some sort of delightful surprise in how few words can be so powerful.
19:48:00 Sometimes we feel like we have to say more and more and more.
19:48:05 And I'm hearing that you sort of appreciating that the saying less can deepen it in a different way.
19:48:12 and sort of concentrated in a really particular way.
19:48:17 Yeah.
19:48:21 Yeah. So yes, um, I really liked the structure of the exercise I was really afraid, I wasn't going to be able to follow it, or do it right.
19:48:30 I did everything, which makes me feel good, but also.
19:48:36 I've always been really dependent on feeling a nice sheets. And it was very helpful to have them in to just concentrate on the one

thing, and then the one feelings or the needs.

19:48:51 I thought that that the, the, the real essence of what people were saying, just by using the fewer words came out very clearly and with a big impact.

19:49:07 So, that's what I thought. I love it. Thank you. Thank you. la again. Yes.

19:49:14 Yeah, I just had a quick thing because Suzanne was talking to she was in that group and you were doing the, the observation piece. So I wanted to clean something up because I don't, I don't know if it came off, kind of goofy or not but when when you were

19:49:28 done and said, Yeah, nine out of 10 and the nine out of 10 has nothing to do with your ability to repeat the story back and that had to do with me, realizing, oh, I'm not that good of a storyteller and I get them through myself so it was more of a great

19:49:44 for myself rather than a great on on your, your.

19:49:50 So hopefully that hopefully I didn't insulted by that just opening up my own thing.

19:49:59 Yeah.

19:49:59 Thank you.

19:50:01 Valerie, by the way, valid we have Valerie to thanks for the exercise with me send the inspiration. So thank you, Valerie.

19:50:11 You're welcome. I enjoyed it.

19:50:15 I had, I said to my group at the end.

19:50:19 I had been having some doubts about the benefits of being in the small groups, because often when it's a bit more, a bit less structured and more loose.

19:50:36 I don't feel heard, I don't feel included.

19:50:41 I don't feel, I feel preached and taught to sometimes.

19:50:49 And I was doubting whether I even wanted to be a part of the membership anymore. And so today, with this structure and the efficiency of

19:51:04 focus.

19:51:06 I felt so connected to the women that were in my group. Like I wish we all lived close together so we could all be together more often, and it yeah it was very heartwarming and I felt included in like I belong.

19:51:23 I love, I love hearing that.

19:51:26 Yeah, it speaks to the power of creating a particular kind of container.

19:51:35 And then for people to actually participate in it.

19:51:40 Right. It takes both pieces.

19:51:42 So will every third week is going to be this kind of intentional practice with a lot of structure. And what I want you to take from it.

19:51:53 And maybe for a moment, you can do a little bit of sort of self reflection right now.

19:51:58 What did you offer the group, the experience today.

19:52:04 That wouldn't have come to you naturally in a looser structure.

19:52:10 What is it that I might normally do, that I think is being

helpful that I do differently or that I did differently this evening, that I want to install as a new way of sort of getting a new habit going a little bit you know one of the things that I've

19:52:27 been hearing is, oh yeah fewer words.

19:52:33 Oh, getting more focused on a narrower slice.

19:52:38 Maybe it's something like, oh, maybe less storytelling from my behalf, maybe how can I get to the essence of something well I mean whatever it is that you feel like was a learning for you in particular.

19:52:53 That would be a helpful thing to install hearing how deepening and enriching.

19:53:02 It felt for people who, who are telling their stories.

19:53:07 Does that does that resonate with people on no I also want to just welcome in any, you know divergent opinions anybody who absolutely hated it and felt, you know, feel free to share whatever was real for you, but maybe we can share in the chat, just a

19:53:23 little bit of a harvesting of an intention that I might share from my own practice.

19:53:29 You know when it comes to my own practice perhaps an intention that I'm going to set off to this evenings activity would be to what, maybe we can have a look and see the different skills and capacities each of us are working on because they won't all

19:53:44 be the same.

19:54:04 need my glasses because I can't see

19:54:11 my love that the focus on being. Yeah, yeah, there is something really lovely about a particular quality of presence that we bring.

19:54:22 So you know as we're thinking about the theme for this month which is empathizing with others.

19:54:28 You know one piece of empathy is being really attuned and focused and present on the other.

19:54:37 On what they're putting in what they're meeting reflected back. That's a lovely one.

19:54:44 Oh, there's many more hold on a three minute limit, three minute limit can be very, very helpful. Absolutely,

19:54:54 yes small willingness to sit with and hold space full, it's so powerful.

19:55:02 Hearing the recap back. Absolutely,

19:55:08 yes this gift of really getting the experience of being attended to and hood and cared for and understood.

19:55:19 Yes, having less attachment to the things that we're offering That's a lovely one Harry as well.

19:55:27 The pause the slower observation and reflection keeping the focus on the other. Yes. Oh I love trusting the process. That's beautiful.

19:55:38 The proportion of time so here's, I love that. Okay, So what you're going to find.

19:55:44 As we repeat these kinds of structured activities and as you feel your way into the different struggle, they'll try different ones but this one we're going to really internalize, you'll begin to

internalize it and it will begin to live in you and you'll
19:55:59 find that you can draw on the structure of a conversation
like this in other conversations, even if the other people don't know
about the time limit and and and you will find that even adopting the
structure and having a live inside of you will change
19:56:14 the way in which you listen and respond to people, you'll
have this sort of magic filter going on in the background in you that
you'll feel supported by as well.
19:56:18 so we'll see how that all plays out anything anybody would
like to say offer. In closing, any closing comments that anybody would
like to put into our space tonight.
19:56:45 I'd like to just say how helpful I find it into practice.
19:56:49 Because it's not something I do naturally.
19:56:57 And I think the thing that I wanted to take away from it is
I'm doing more work in larger groups and I get frustrated that I'm
overlooked or not part of it, what I was experiencing today is that I
could make suggestions, and I think the part of it, it's
19:57:09 important for me is to know that they were earned, not that
they were adopted.
19:57:14 And I think I can continue to remember that that would be
really helpful.
19:57:20 Love it.
19:57:22 Love that but anything else.
19:57:30 So I want to remind you we have a community directory in the
membership, where you can upload your photo, and you can say a few
things about yourself, and you can share contact information.
19:57:41 And it's a really easy way for people to find the other
people who are here if you want to do some practice or send them an
email along.
19:57:51 So, if most of you I think as I look around this room have
filled it up if you may want to just go and update it. You know, see
if it's saying everything that you wanted to say and if you've never
filled out the directory thing then go ahead and get into
19:58:04 the membership and go fill out the community directory piece
because that will support you, forming practice groups and connections
with one another outside of the sessions.
19:58:17 Well have a lovely evening we will do this again on
Wednesday, this is exactly what we're going to do on Wednesday
afternoon, and then week four is always integration week so
integration week means it's a little bit more of an unstructured
smorgasbord
19:58:30 okay so for those of you who don't like the unstructured next
week is a little bit more unstructured.
19:58:36 And it's a little bit more emergent and I, my thinking about
the week for material is that it's probably the week that is most like
the Wednesday morning group, where I just asked for questions and
cases and while you're getting stuck and we kind of improv.
19:58:50 So if you like the Wednesday morning conversations from the
hot process. The last week integration week will be a little bit more
that style.

19:59:08 And you can decide how much you're up for that.

19:59:02 Any comments or questions as we close.

19:59:05 Yes, Harry, a quick question did I see an email from you that you're doing something on difficult conversations, is being the one. And will we hear more.

19:59:15 I'll tell you right now on August 24 Tuesday night six until eight, I am going to do a workshop on how to have the vaccine conversation.

19:59:24 I don't care where you stand on the vaccine conversation vaccinated not vaccinated, it is not going to be a conversation about the pros and cons of which side is more valid, that's not what we're doing what we're going to be diving into, and you'll see

19:59:38 a little bit more about this in the newsletter tomorrow, is how do we have the conversation in a way that is non violent and relational.

19:59:48 What is the self care that you need in order to lead a conversation like that or to show up in a conversation like that in a way that you you know that is in alignment with your values.

19:59:58 How do you understand the barriers that you and other people. Both of you both sides have a lot of barriers to changing their mind.

20:00:08 So I'm going to go through what gets in the way what are the barriers to being influenced by one another and then how do you work with that in a non violent way.

20:00:16 So we're going to go through a lot of the process around this particular charged topic.

20:00:23 I'm not imagining that there's going to be small group work in this workshop but there will be a fill in worksheet that goes with slides, where you're going to be asked to really reflect on where you are at what your position is what your fears are what

20:00:39 your triggers are where you kind of get derailed and then we're going to workshop, a little bit what kinds of scripts and new moves you can use in places where you generally stall out so that's going to be sort of a two hour deep dive.

20:00:54 if you can't make it that night and you register you'll get access to the workbook, and the resources and the recording and the replay.

20:01:01 And as members, you will get a discounted price, of course. And so this is a public thing that you're offering up this is a public thing. Wonderful. Yes.

20:01:11 And please send it to anybody that you think needs it, and really if you want anybody to like get an introduction, it's not really NBC so it's not like an introduction to NBC but we will use a lot of NBC skills, but we'll pull in some other moves and

20:01:32 ways of holding this kind of conversation.

20:01:29 And really, we're going to talk about how to keep the defensiveness out. How do you stay relational and connected and curious so that it's a learning and growth conversation for both people that results in more relationship, not necessarily convincing

20:01:45 them that you're writing they're wrong, because everybody thinks they're right.

20:01:48 How do we play with that so does that help. Any questions on that piece.