

12:35:28 On Monday night.

12:35:31 Oh.

12:35:48 Life transcription has been enabled it's, it just suddenly Welcome to the end. Thank you, Justin whatever happened there it's working.

12:35:41 So we're going to talk about stimulus and response and what that has to do with defensiveness next week but if there are other questions I'd love to know what those are.

12:35:50 So I'm just going to turn it over and just see if there's anybody who would like to either check in or ask a question before I move you into any small groups today.

12:36:04 Welcome. Welcome.

12:36:08 know we're doing okay.

12:36:13 It's my first time that a member group so I was just gonna say welcome I'm so happy to see you here How are you, good I'm happy to be here I've been meaning to joined about a month ago but I'm finding

12:36:26 my investment. I am so delighted that you're here, you came on a really, really great day to do some practice so we're just going to dive right into that and then we'll do a debrief at the end so welcome.

12:36:39 I'm glad you're here.

12:36:42 Um, okay so then here's what we're gonna do.

12:36:45 Um, okay so then here's what we're going to do. You are going to I'm going to share my screen, you should have a copy of this handout. If you don't, Justin where can people find it. Do we have this on a particular place in the membership.

12:36:57 It's now on the membership dashboard. Okay, great. There's a link to it there but I can put a link here in the, in the chat. Okay fabulous, fabulous fabulous thank you I haven't looked recently so that's nice to know.

12:37:09 So, with the membership you can pretty much get almost every handout that I use somewhere in the membership, and the best person to tell you where it would be just.

12:37:21 So, let me share my screen with you and I'm going to walk you through.

12:37:27 There's a CEO request on a dialogue.

12:37:31 So I want to just.

12:37:35 I love your request.

12:37:51 Because we're doing structured weeks, that request fits into week two of any given month, most easily just so you know, because in week two, we do demos and q amp a, and then week four is really integration, and we can absolutely, if we can figure out

12:37:59 how your request has to do with overcoming defensiveness specifically.

12:38:04 It can also fit in the week for week.

12:38:08 And you might be able to a little bit with it in within the structure practice of today's activity. Does that feel okay to you.

12:38:15 Okay, great, fabulous, fabulous fabulous. All right, here we go. Let me find it handouts so that we can all Can everybody see the

handout.

12:38:24 Yay. Alright so here I'm going to walk you through the activity, so that everybody can internalize it, you will be in groups of full. If we have a weird number and there are groups of three.

12:38:38 You will collapse one of the listening roles that is normally between two different people you'll just combine two of them into one person Okay, you're going to have 45 minutes total.

12:38:49 You're going to when you get into small groups are going to nominate a timekeeper, and you're going to help each other adhere to the structure.

12:38:57 There is no feedback giving or discussion during the exercise but you will have time at the end of the exercise to debrief and talk about it as a small group, and then we will do that again together as a large group.

12:39:10 So the practice rounds, take about half an hour, it's actually 24 minutes but we build in a little bit of time for assigning a timekeeper getting going making decisions, having some conversation so it should take you about 30 minutes, and it is divided

12:39:24 into two stages in stage one each stage is three minutes long. Okay, so three plus three is a six minute and then you do around so it's six minutes and then you're going to switch places, but for the six minutes you have two stages stage one person, one

12:39:42 speaks for three minutes, and this is Daisy where you could talk about your situation with your son if you like.

12:39:48 And for this month. What I'm going to ask you to talk about is a time when you got defensive or a time when you feel that somebody else's defensiveness.

12:40:00 Okay, so in line with our subject. How are you either getting defensive in a conversation, or how are you doing when somebody else is getting defensive and what you did with it.

12:40:10 So you're going to tell a story for about three minutes while you're telling the story while person one tells the story post into is listening for what happened and what is going on.

12:40:22 Person three is listening for feelings and person for is listening for needs values that are met and unmet.

12:40:29 So you're only listening for one bit of data and if you want to be taking down some notes or jotting some things down if that is supportive to you you're welcome to do that.

12:40:37 So if I'm listening if I'm posting to. And I'm listening for observable is if you think about nonviolent communication practice, it's the things that you would reflect back that you heard them say, and that you saw them do.

12:40:53 Okay, so you know, I noticed that as I was speaking you got out of your chair and you adjusted your seat, I noticed you know that when you were talking about your son, that it seemed like your throat got really tight and that there were tears coming up.

12:41:11 I noticed you say what was one from this morning, I noticed you say you said that you had a hard time with stupid and stubborn people, I noticed to use I heard you say this phrase about stupid and stubborn people, whatever it is you're just going to reflect

12:41:30 back observations right.

12:41:32 If you're listening for feelings, you're going to be giving reflections back that or something like you know I'm wondering if you're feeling angry I'm wondering if you're feeling frustrated I'm wondering if that if you're feeling some grief, you're going

12:41:44 to try and go through all of the feelings. And you guys, you all have your feeling and needs sheets right so you can we have this uses these packets in your life and we have a meeting in person, but you have all of these that you can print out straight

12:42:01 from the internet straight from the website also on the member dashboard I would imagine when you can get the feelings when needs are satisfied when they're not satisfied and you can just literally grab right off the sheet it's much easier.

12:42:14 You have to do lists thinking work, and then person for is listening for needs and values I'm wondering if this is about freedom and choice for you I'm wondering if this maps onto your need to be really nurtured and supported I wonder if you've got a

12:42:26 deep need of play that is well met in the situation I mean whatever it is you're going to really look for the needs. Okay.

12:42:37 So person one is telling a story for three minutes, three people are listening with selective attention.

12:42:43 At the end of three minutes person one listens person to reflect back observations person three reflects back feelings person for reflects back needs and values.

12:42:57 You each get one minute.

12:42:59 In that minute there isn't enough time to have discussion, or a lot of back and forth. But there is enough time to get confirmation or rejection.

12:43:10 Right. So I might say to you, you know,

12:43:16 Kathy I know your hand is up so I'm going to come to you in a minute but I'm going to use you as an example right now I might say something like, you know, I'm wondering if you you know what I noticed that you you're, you know you had like a furrowed

12:43:27 brow I'm wondering if you're feeling confused.

12:43:30 Or maybe a little worried. And then what Kathy could do, is she could sort of be like yeah oh no, you could do some nonverbal feedback giving about what's landing or what isn't right.

12:43:44 You could do a little bit of like, maybe I'll think about that. You can't have a long discussion but you can give a little bit of sort of minimal feedback.

12:43:53 Yes, that's kind of fits I'll think about that. Or I might say I wonder if you have a need for some clarity and understanding and she could be like yes absolutely I've been waiting a long time to ask this question, or I'm wondering if you need for practice

12:44:06 of patients is being well met right now. Yes, you know, and my need for challenge also oh yes you need for challenge. Okay, so that's how that can do, is that making sense to people.

12:44:17 Okay, Kathy your question.

12:44:22 It's, it's just,

12:44:26 I guess a reflection is what I'm really hearing is this is

not a typical one where we do feedback and people are doing processing. This is a little bit more mechanical and, too.

12:44:47 And, and I say this because a lot of times, it feels very abrupt either me to say it's one minute, or it's three minutes in front of the timer. It just feels very abrupt sometimes for me very abrupt.

12:44:54 Okay.

12:44:56 Because the intention is not to provide people with therapy or empathy, or to meet somebody needs to something.

12:45:05 The intention is for each of you to practice a variety of things one telling a concise story in three minutes.

12:45:16 That is a practice getting to the essence of what is important in three minutes, that takes practice. So when you only have three minutes, you start feeling into how much content, can I get into three minutes, and then, am I actually talking about what's

12:45:33 important or am I spending a lot of my spending my three minutes on things that are less relevant. So you start learning about how to use three minutes to get to the heart of the matter that's one piece of the practice.

12:45:46 Another piece of the practice is am I able to simply notice and reflect what I'm noticing how am I doing on that skill, you'll all get an opportunity to really just check in with yourself like when Justin is speaking How easy is it for me to just stay

12:46:00 with observable or do I start interpreting a lot.

12:46:04 So it's self assessment, how am I doing, maybe it's really easy for me to do with Justin but really difficult for me to do with Jennifer, maybe right so I started learning about my own ability to stay in observation.

12:46:17 I also get to practice, if I'm only focusing on feelings.

12:46:23 Where am I able to really attuned to feelings and where do I find myself up in my analysis and not right. And how's my needs literacy.

12:46:32 Can I bring up needs quickly can I or I might be using the sheet which needs do I keep guessing, or their five needs that I'm always guessing over and over.

12:46:42 And what about all of the other needs on the sheet do i do i privilege any of them are there any needs that I need to like get more into my literacy.

12:46:50 So this is an exercise that is designed for you to practice.

12:46:55 And that is different than it's not it's not designed for you to get connection, although you might get some, it's not designed for you to get processing and being seen and heard and empathize with and like it's not it's not designed with that intention

12:47:10 in mind. Week Three is designed for really structured practice in the skills.

12:47:17 And then you can do more of the other like free form empathic connecting with an empathy buddy on your own time and your life with people that you choose.

12:47:27 How's that landing on people. Is that helpful to clarify is that not, do you like it Do you not like it i mean for sure you weigh

in.

12:47:36 other questions on as I see a lot of thumbs up. I happen to really like that, because when I was in that group last time we kind of said like, Oh, it's a little a little rest.

12:47:47 And then all of us together kind of came to the same conclusion and our own way to say, Yeah, but I really appreciate the practice. Yeah, but a lot of times I do tend to use too many words and people lose interest.

12:47:58 Yeah, like so. I really really like it, the days when I'm wanting to empathy. It's like, Hey, I'm not getting empathy, but then I guess it will take care of my needs and get empathy somewhere else.

12:48:09 Yes, yes, and you're always welcome to have phone calls with one another get together, outside of these calls and practice the empathy piece if you would enjoy that with the people that you choose.

12:48:20 So, you have that.

12:48:23 Thank you. Anything else on this piece.

12:48:29 Okay.

12:48:30 Yeah. Remember the design right now is for learning and skill development and self assessment and practice. That's why we're here.

And I want to remind you of this to.

12:48:40 You don't have to be good at it.

12:48:42 Like, actually, you could make a commitment right now set the intention that of all of the people in your group, you're going to be the least competent, just set that as your goal that you're going to show up and be the least competent and in

12:48:57 choosing to be the least competent person in your group you free everybody else off from that will.

12:49:04 They'll feel so much relief that you're the least competent one and they don't have to worry about it. So just set that as an intention and you'll have a lot more fun with it that way.

12:49:12 Tessa.

12:49:17 Is it ok to use a story.

12:49:19 If you're the one telling the incident from the past that didn't get resolved so it's not like I am now experiencing the emotions that I experienced when it was happening.

12:49:31 Yes, absolutely. You can share it whatever level you like it can be alive for you now I can be a report back on something that did happen.

12:49:38 But here's what I want you to.

12:49:41 Here's a tip.

12:49:44 If I tell you a story where I say, you know,

12:49:50 I got really defensive with my daughter today. And I, you know, she came in in the morning and she went blah blah blah blah and then I just was like, how can you speak to me like that and etc etc.

12:50:00 And then you're as you're listening, you're feeling into what am I feeling as I'm telling you the story if it feels charged and alive for me you might guess, I wonder if you're feeling frustrated and now you feeling resentful and are you feeling heard

12:50:13 and are you feeling okay.

12:50:15 If I were to tell the same story differently and I were to say to you.

12:50:19 Oh my goodness you guys this morning, just came in, she came home she said blah blah blah. I was feeling really frustrated and angry.

12:50:28 I was feeling super reactive in that moment and then I found myself saying, you know, the most kind and direct things, and the conversation actually went very well, and you're not going to reflect back the resentment and the anger, right, because that's

12:50:43 not what's actually alive for me right now, even though I'm telling you back then.

12:50:48 I felt angry and resentful and triggered and defensive.

12:50:53 You're sensing into as I'm telling you the story right now.

12:50:56 Maybe I'm feeling satisfied and content and celebratory and grateful and maybe I'm feeling some self appreciation and. So, remember that what you're looking for is what is alive and the now.

12:51:12 So, remember that what you're looking for is what is alive and the now. So as the person is telling the story is that story alive in the now or is something else alive in the now. So that's just one tip to be thinking about.

12:51:20 And if you go into, you know, back then were you feeling, that's fine too. It's all practice.

12:51:27 So you can't do it wrong.

12:51:30 Anything else on this.

12:51:38 Alright, so just to recap, person one speaks for three minutes. The other three people in listening. Then the other three people get to speak speak speak for three minutes six minutes, everybody switches post the number one becomes person to person to

12:51:56 become three three becomes four four becomes one, and you move through. If you're three people, because that happens sometimes with the numbers.

12:52:00 I would recommend person one tells the story person two does observations and person three feels feelings and needs.

12:52:11 If you want to divide it differently, you're more than welcome just agree on how you would prefer dividing it before you start so that everybody is clear on what you're doing.

12:52:22 Okay, any questions. Anything else before I am going to get you into some small groups. Oh, at the end of 30 minutes Sorry, I might have my instructions on Super good today at the end of the 30 minutes you will have about 15 minutes to debrief, the questions

12:52:38 I recommend for the debrief would be, how was that for you.

12:52:43 What did you notice about your level of practice.

12:52:48 What was challenging what was easy.

12:52:52 So, the debrief is about us sort of getting aware of where you are today.

12:53:01 With this content. What was challenging what was easy, and what you learned.

12:53:08 That's it.

12:53:10 Okay.

12:53:12 And then when you come back to the large group we'll, we'll

celebrate the things that went well, and we'll see if we can unpack any things that were particularly challenging or where you got stuck or what became confusing and and.

12:53:25 Okay.

12:53:28 If you have any more questions about that, let me know.

12:53:33 So I'm going to break you into groups, and you just get randomly assigned because that is just more efficient.

12:53:42 And I'm going to give you 45 minutes, and then I'm going to give you a two minute countdown at the end of that so you have a little bit of time.

12:53:52 Is there anybody and then before I move you just let me know who so Jennifer you're not going to be in a group.

12:53:59 Fabulous so I'm going to move. Some people just to get the runs.

12:54:07 123.

12:54:11 So Kathy I have you in two different rooms for some reason, are you logged in twice.

12:54:18 And then, I'm logged in twice. That's fine. I'm going to put both of you in the same room, so it looks like there are five people in a room but actually there aren't.

12:54:29 And in order to eat No, you know what I'm going to recreate them, because there's enough people, let me recreate them differently, recreate okay now I have.

12:54:42 Okay, Kathy let me move both of you into the same room.

12:54:45 That's one.

12:54:47 Number two, now we have 1234 good we have four in 111234 and 12123123. Okay, so let me think

12:55:03 that should be okay.

12:55:07 Okay.

12:55:10 I'm going to open the rooms, I think you should be okay there, you're mostly falls and there's a room of three.

12:55:17 If I get this right.

13:42:23 Hello.

13:42:25 Welcome back, everybody.

13:42:29 Not everybody is back yet, they have until they have a little bit longer but some people are going to be coming back early so why don't we begin the debrief this will be on the recording so anybody who is in a breakout session will have access to this

13:42:41 piece of they want to come back and.

13:42:52 Yeah, test them, or my group saw here and I, I would say it worked out really well for us that we agreed that it was helpful and it was good product practice and that I think each one of us gained insight into our situations and felt a lot of empathy

13:43:11 for the other three in the group.

13:43:16 And I hope someone has something for you to work on because that's what

13:43:22 I love it if there's nothing to work on that's a huge celebration.

13:43:28 Yes I.

13:43:31 Yeah, I think, um, What is amazing for me is how much that

forced conversation into three minutes long to tell your story in three minutes is like how that helps get pretty clear about what's important to say.

13:43:51 And then the other challenge that I particularly had was with observations is watching the body language. In addition, in addition to listening to the words,

13:44:07 one of the persons in my group did a really good job of saying, When my eyes were doing and what my hands were doing and that also has a lot of impact and understanding.

13:44:21 Yeah, what was it like to have those kinds of things reflected back to you.

13:44:27 Well, in a safe environment like this it was just fine but I if somebody said, You're flailing your hands all around and must be near mattering, and then I would get defensive about that but i know i use I express myself a lot through my hands.

13:44:46 And

13:44:46 it felt like a safe environment to hear and so I was helping me to observe just understanding how I express myself instead of having to be defensive about it.

13:44:58 What made it a safe environment.

13:45:02 Because we all have the same understand we all are on this same agenda, or the same role, right. We're here to listen to each other and support each other and we all know like one's going to listen to the feelings and one's going to listen for the needs

13:45:18 and aspirations, so we all each had our role and it was the clarity was really good too.

13:45:24 So clarity of roles contributes to safety.

13:45:30 Shared intention contributes to safety.

13:45:34 Shared assumptions about what we're talking about and why we're doing that contributes to safety.

13:45:41 Yeah.

13:45:42 What else if there's anything I've missed added in. But yeah, that sounds great.

13:45:48 Carolyn oh yes clean good.

13:46:00 I was just gonna say that for me when I was doing the observations, when I only had that minute because I was kind of taking notes as I went, but I included.

13:46:02 I had a hard time figure out how to reframe the judgments like words like accused or, or fulfilled. I had a hard time reframing those with just a minute to go from that really challenging.

13:46:14 What were you trying to reframe because in observations, you don't need to do reframing help me understand. Okay. For instance, someone was talking about, well then my husband accused me of and I'm like well, he should I have said, Your husband said so

13:46:31 I've taken the judgment that it was an accusation out of that. No so in that role that's really helpful clarification, you could say.

13:46:40 I remember you saying, my husband accused me.

13:46:45 I heard you say, When my husband accused me of blah blah blah.



13:46:51 You just offered back as an observation, this is what these are the words I heard you say now in another exercise, which we're not doing right now but in another exercise, which will do one of these days in their membership.

13:47:06 I heard you say, when my husband accused me I blah blah blah blah blah.

13:47:12 Is that what you mean.

13:47:17 Because sometimes when people hear how they are saying it, they when they get that back so often we're like, well that's not exactly what I mean. Here's what I'm trying to say.

13:47:29 And then that gives somebody an opportunity to hear the judgment in the way that they're saying it without correction.

13:47:37 Just having it mirrored, so the practice and the observation is, I heard you. I heard you use the word accusing three times.

13:47:46 I heard you say, I'm so frustrated on two different occasions, these would all be noticing.

13:47:55 You don't have to do the work of translating in that role, which I think is a different skill that you're pointing to like, how would I translate accusation into something more neutral.

13:48:07 Is that helpful or not, am I getting the right yeah, That's exactly what I was looking for. Okay.

13:48:13 Yeah.

13:48:16 Yeah.

13:48:17 Anything else on this piece.

13:48:23 Do you have Do you feel like you have enough time in the exercise to get into enough depth

13:48:32 for what we're doing. Yeah.

13:48:34 Okay.

13:48:35 That's my call.

13:48:37 Go ahead. I think part of the beauty of the exercises, it's just trying to be succinct and keeping it short.

13:48:49 It's nice to have a chance to debrief afterwards and also every one at least I certainly did want to give a little feedback at the time, like yeah that that really hit it for me I think you just small things.

13:49:04 I think those kinds of phrase things that you're describing are super appropriate and relational to do.

13:49:11 The structure is just tight enough that we can't have a long discussion about it.

13:49:14 But in terms of like validating or taking in and adjusting, you can certainly do that in the structure allow I think Yeah.

13:49:27 Yeah.

13:49:27 Yeah.

13:49:26 Hi Kathy welcome.

13:49:28 We're just a briefing where what was easy, what were the challenges.

13:49:33 You know, what did you notice about your own level of practice where you're getting stuck. What do you want to celebrate, and we're just wait, there's a couple, I think there's two groups that are just finishing up and they'll be here in a couple of minutes.

13:49:45 of minutes. I noticed that my ability to observe was really impaired by.

13:49:55 I was trying to solve time observing.

13:50:00 When, when I noticed else what else is going on while I am observing is that I'm in my conversations in my life.

13:50:12 I am either bracing. I'm just coming with a brace of.

13:50:23 or. I'm actually beginning to calculate what I might say, or I'm listening like what is this person one okay what do they want from me What are they feeling.

13:50:35 And I'm, I'm

13:50:41 making a plan. So don't let me just make sure I'm tracking because I don't know what I think I'm hearing you say is that as a result of doing this exercise you began reflecting on in conventional listening in your own life, when you're listening to your

13:50:56 husband or people in your life.

13:50:59 It's really clear to you how the quality of your listening is different. You're listening to respond you're analyzing there's a lot more going on like what you're attending to is really different than this exercise, am I tracking that accurately or am

13:51:14 I missing something.

13:51:15 No, that's, that's accurate, I was this in the exercise. I listened for this woman's energy. Right now, the woman's energy about the story, and her face and her expression how much she was moving.

13:51:34 Even though she was telling a happy story she was grimacing.

13:51:41 And, and really, and I am never that much into the other person in real life.

13:51:47 Got it. So you're really seeing the contrast that this structure really gave you a lot more presence to things that actually, you don't do out there in your real life and you're seeing the difference in how you're listening.

13:52:01 Now this one moment please.

13:52:04 Hold on a minute, other ones may come back to you know it's okay finish up Kathy.

13:52:11 Yes, it. I believe it.

13:52:14 It gave me an awareness of a general sense of race or resume became aware of how you are braced in the relationships in your real life and did that feel different in the small group here.

13:52:31 Or did you bring the bracing in here too.

13:52:34 I brought the bracing in, but here I'm just, I'm doing something mechanical.

13:52:42 But when you use the word mechanical when you use it with mechanical I have questions What does that would mean to you, what feels mechanical and what are you contrasting that with, because I would use and I'm asking because I would use the word effortful

13:52:59 and intentional.

13:53:02 For me, the word mechanical means like default not paying attention and I don't think that's how you're meaning it So can you tell me what that means to you in this context, mechanical in that I am not feeling I am in a relational field with this woman.

13:53:18 I'm asked, like she could have been a video. Please observe

the person in this video of what they're doing saying their face their movements, etc. feeling a little more detachment.

13:53:31 Okay. Is that I'm. Yes, I was a little more detached whereas in your own life, there's more investment in the outcome of the process. But this structure actually led to a little bit more detachment from an outcome and a bit more focus on a skill.

13:53:49 Would that be an accurate way of saying it Yes, it was a safe place to come and know that I not want to walk away and I have to care about what this woman thinks of me or, or what the group things if they.

13:54:03 I'm just coming here to.

13:54:07 What was that like for you is that plus more pleasant or unpleasant, or neutral.

13:54:24 You'll find out. You're going to give it some thought and find out.

13:54:27 Yeah, it was, it was a stark contrast to the way. So it was a no. It was an awakening.

13:54:38 Uh huh.

13:54:38 Uh huh. Okay.

13:54:40 Okay, so in the, you notice the difference between how you show up in the small group there a difference in quality.

13:54:48 And it sort of highlighted some stuff for you, that you became more aware of.

13:54:54 One of which being the amount of chatter and investment in the relationships out there. Another one being the stress response in your own system of bracing in these conversations.

13:55:08 And I think you mentioned some other things that I'm forgetting right now.

13:55:12 Yes, I would say there's a certain Sir, I loud myself a sense of safety in this. Then she isn't even going to reflect back whether I did or didn't get the guests as right.

13:55:26 And she isn't even going to reflect back whether I did or didn't get the guests as right, go to, it's just, just guess. Yeah. And, and that it's impersonal detached.

13:55:36 I don't get judged on this, I won't judge myself on this and how I don't have that information in my real relationships because I come with so much stuff that I don't have enough to be aware of so much of what is going on in the other person.

13:55:54 So as you do this exercise in here, each month.

13:56:00 You will begin to bring these skills into your other relationships naturally without even effort and you will start noticing.

13:56:09 Well I could have told you that because I've been here for a year and all this stuff that I learned in the beginning of class I'm bringing into my regular life.

13:56:17 Yeah, so thank you. Welcome, you will you.

13:56:23 It's 156. I want to just double check and then come back to the nice, but also just check with everyone. Is there anything anybody is feeling, they would really like to debrief, or

13:56:36 talk about before.

13:56:38 Anything remaining.

13:56:40 Yes, Connor and then. Yeah. Yes, this will be very brief, but I find that in the group's I've attended that the observation

13:57:05 And I heard you play. Yeah, yeah I don't I don't find that in the group's I find it's a retelling of the story or it's a.

13:57:14 Yeah, so, and also you've added on how the facial expressions and things, and I know that's not strict MVC is that, or maybe it is, and I'm not sure I don't know what do you have to say.

13:57:30 I'm going to model it for you. Okay, I'm going to model it for you.

13:57:34 So one of the things I heard you say is that you've noticed in the groups that that that's not always the case that people are just observing.

13:57:46 Another thing that I heard you say was that you sort of raised this question about that I added on like the paying attention to facial expressions and I heard you say that's not really pure and VC and I heard you say or is it.

13:58:05 And I sort of I noticed you leaning on your arms while you were talking and your head is a little bit tilted.

13:58:14 That's what I'm asking for.

13:58:18 It is that a good modeling of what we're trying to do.

13:58:25 Just to give people a sense.

13:58:33 I was uncomfortable with being observed that I grimace and I wanted, and the exercise ended abruptly because of various things and.

13:58:43 give you that feedback but I did check with Connor, and with Anna and my group say hey if I was grimacing. I'm curious was like we're missing because I wasn't aware of myself, grossing and I kind of felt that as a judgment.

13:59:01 Hmm, what is a grimace.

13:59:07 Everybody grimace right now what is your if you were grimacing right now, what would you be doing right now Can everybody please grimace so I can get some sense of what that is exactly.

13:59:17 Yeah.

13:59:22 Like, or is it like.

13:59:26 I mean, what is that what is a grimace.

13:59:30 Good question. Yeah. Okay, so I'm.

13:59:33 So this is one thing, right, like, what is the grimace. The second thing is, remember that every word you use is going to have negative and positive connotations for people depending upon their history with that word.

13:59:48 And so if it has a negative connotation it's going to bring up more tentativeness and fragility around am I being judged. If it has positive connotations it may feel like approval.

14:00:01 But not everybody is going to map the same connotations onto every word so we want to sort of play with that I love the fact that in the debrief you could ask like, Oh, I felt a little judgmental I, I felt a little vulnerable I felt a little fragile I'm

14:00:15 wondering if that was a negative judgment that you were holding I, you know like, this is definitely something that we could process through in the debrief.

14:00:24 What we're trying to do is stay as neutral as possible.  
14:00:28 And we get to do that you know in perfectly. So, for a moment, just in this moment if we were going to make a grimace so if grimace doesn't feel neutral to whoever is participating How might we make that more neutral, what might one say that feels more  
14:00:45 like an observation, or what other words what synonyms, could you use for grimace that are more neutral synonyms.  
14:00:56 I don't know if this was more neutral but I did say that her lips. Same type in her eyes seemed tight.  
14:01:07 That's what I, I put that together as that seems like a grimace.  
14:01:12 And I am on the phone.  
14:01:16 You're on a phone. What do you mean, what does that have to all the images are really small of people I see what you're saying, Okay, I see what you're saying, okay, so yeah I mean I might say, Oh, I'm I like this is just like not me putting this into  
14:01:29 the art form and then I know we need to end but the art form of NBC might be something like, I'm wondering if there's a tightness in your throat, I mean you could also soften it that way, as opposed to making it like, I see this and I see this and I see  
14:01:45 this and I see this like, here's where we're coming with the art and craft, like we want to get to like what are the observations that's one layer. and then we can also get really gentle and soft.  
14:01:56 In our handedness about how we're checking it out and we're staying attuned to how am I losing or building connection with this person as I'm offering this and panda that's really, really helpful, really helpful noticing and invitation into deeper conversation  
14:02:10 about that I'm glad you're bringing that up.  
14:02:13 Yeah. It's lovely.  
14:02:15 Denise was going to say something and Lisa I know your hand is up but it is also 202, so I feel a need to check in with Denise because I said it was coming back to her and Lisa I'm going to ask you to hold for right now because we're out of time.  
14:02:28 Thank you, sweetie. Denise anything burning remaining as we close.  
14:02:33 Thank you for waiting.