

12:31:42 Able.

12:31:45 There we go and just reminding everybody that we always practice.

12:31:50 So week three is about diving into structured practice, which everybody knows how to do by now, I would imagine, but I'm still going to go through it again, just to remind us and get us on the same page, since this grab that piece.

12:32:08 There it is.

12:32:10 I'm going to go through it very briefly.

12:32:13 It's the same practice that we use every week before I put you into small groups, we will have a little discussion about what's working and what's not working.

12:32:33 really want you to sort of internalize certain ones so that we don't have to spend a lot of time. You know you sort of build like collective knowledge, and it just, it adds to efficiency.

12:32:39 So let me share my screen, and just go through the practice with you so that you can think about what it is you're going to be bringing today.

12:32:52 Sorry.

12:32:51 Apparently I'm coughing and choking a little bit today.

12:32:54 Okay, here's what we want to do. We want practice getting to the essence of people storytelling in a three minute time frame, so that we can attempt to reflect content feelings and me.

12:33:10 So in groups of three or four, you get about 45 minutes. Somebody needs to keep time, you can all help one another adhere to the structure.

12:33:16 Please don't do a lot of feedback giving or discussion during the exercise but as we've talked about before. In the one minute of reflecting back you will get what we think of as minimal encourages right like people will go yeah yeah, that feels right

12:33:29 or Well no, not really it wasn't that that kind of feedback you'll get during the exercise. Just a deeper discussion of it, you'll wait until you get to the end in stage one stage one it's three minutes you have a speaker talking for three minutes and

12:33:42 everybody else is listening for three minutes. There are three things you're listening for, you're listening for, what are they saying, What am I noticing so when you're posting be.

12:34:04 You are really looking you're practicing neutral observations that's the skill you're practicing how am I going to reflect back what I observed. I noticed this I heard this, That's it, just practicing observations neutral know interpretations presidency

12:34:09 is listening for feeling so you're just tuning into what all of the different feelings in the space and you're going to make a bunch of guesses.

12:34:15 You don't have to be right at any of this, you don't have to get it right, you're just practicing emotional literacy and the skill of achievement person D, you're listening for needs.

12:34:26 Excuse me, universal human needs.

12:34:30 And I would use the sheets and try to, you know, if you've been doing this practice for a while, grab you need sheets and find

some words that you don't commonly use, you want to use this time to really develop your needs and literacy you want to have

12:34:44 more language tools at the ready so that when you're under stress they're actually ready to go and you don't have to go looking for them.

12:34:53 Okay, so the first stage one person is talking three people are listening with a very deep intention. Then you're going to switch the person who's speaking will sit back and each of the people who are listening, get an opportunity for one minute to practice

12:35:07 neutral observations feelings and needs. Okay. If you're three people. I recommend mix it up, combining C and D. So you have observations for a minute and a half and then C and D feelings and needs for a minute and a half or you can do observations for

12:35:21 a minute, and feelings and needs for two minutes. Try some things in your small groups today and you can always let me know what you think works better and then I'll just recommend that I'm not entirely sure what would work better and more people prefer

12:35:32 so play with it.

12:35:34 And then you're going to switch roles until everybody has had a chance to play every role.

12:35:39 When you're done with that, that first section, then you're going to move into a debrief. And that's when you can really have some discussion with one another about how it went.

12:35:48 So you may want to check in with yourself, how did your practice go today, you know, how do you feel about what was available to you what wasn't available to you.

12:35:58 Where did you get stuck.

12:36:00 Where did it feel really easy. Are there any celebrations are there any, any challenges so that's what you're going to do to have a little bit of discussion, and then you can use whatever time is remaining to engage any further in any of the content if

12:36:13 you want to. Okay.

12:36:16 That is the basic practice, any comments or questions about how that typically goes, or and or what I'm asking you to do.

12:36:27 Yeah.

12:36:29 So something that came up on Monday night when I was playing the role of the observer I felt like I saw like a flash of grief across the person's face.

12:36:40 And so, I shared that and then I, you know, I also shared that, you know, I don't know if it's accurate that was just that was the gut sense, I had.

12:36:50 And then we did the debrief.

12:36:53 I think that that that person's story, really.

12:36:59 The four of us in our group could really, like, I don't know, I think it touched something for each of us. and so we talked a little bit about like, when does you giving feedback cross over to being more about you than it is about the person and yeah

12:37:21 so I that was my.

12:37:26 I don't think it's a little question little observation like.

12:37:35 Let me ask you a different question before I answer that. Why

does it matter.

12:37:38 I mean, I love being snarky I mean that genuinely, why is that mattering in this case.

12:37:52 I think it for me, then I think what happened was I started to feel like, oh, maybe I wasn't, maybe I was like pushing an agenda on to her versus like truly just reflecting.

12:38:06 And like I said, I feel like I did, own it.

12:38:11 So maybe it doesn't matter and maybe it is just, like, if this is helpful take it if not like don't, but that was what I, I saw. Yeah, yeah.

12:38:22 So, yeah, I think I feel very in alignment with everything you're saying one, I don't think they're all hard and fast lines about where we begin and end in some ways because we are in a relational field and the empathic move is one of feeling what I'm

12:38:41 imagining you might be feeling inside of me, but I'm still drawing on inside of me.

12:38:46 So the only thing I have to offer you is what I'm noticing inside of me.

12:38:51 So in that sense, fundamentally what I'm offering you is me.

12:38:56 Okay. So, the question of why does it matter is, like, when does that become problematic and let's talk about where it might get glitchy because that's kind of the thing, right.

12:39:09 So some things to be thinking about. I want to be really conscious, like it's very different, like you were saying, when I say this is what I think I'm noticing this is my interpretation.

12:39:19 I mean, when we see a flash of what I think is grief.

12:39:22 Then, you know, one way of holding that is, I saw a physical reaction that I can't fully describe my interpretation was I'm imagining that perhaps that was an expression of grief or perhaps that was sadness coming through.

12:39:34 Is that accurate or not. That's really all we can ever do.

12:39:38 Okay. Now, the move of letting the other person be in charge of the reality is really important, the move of owning this is what's happening in me and offering it as a gift is really important.

12:39:50 The desire to be attuning to them instead of ourselves is also important, so you know where that can get tricky, is if you're talking about something and content, and it activates things in me that I'm still working through.

12:40:07 And I suddenly get flooded with my own grief, and I gets flooded with my own experience and I haven't fully worked it all through, then I might begin over identifying with your experience and accidentally thinking that everything you're experiencing is

12:40:21 what I'm experiencing.

12:40:23 And then I'm not really aware of the fact that what I'm experiences is actually about me and my stuff, you know, which, there may be a Venn diagram with some of it is the same but some of it might be different.

12:40:34 And so, in the process of conversation we want to hold it with that kind of non attachment. Here's what's happening in me what's helpful what isn't feedback giving attunement working with, and being

very mindful of when we were the attention is, is my
12:40:55 attention still on their story and their experience, or have I suddenly switched it to being about my story and my experience. And if I have is that feeling good to the other person like oh yeah there's a sense of, I'm not so lonely and we're together
12:41:09 and their shared experience and it's meeting needs. In which case, great, or is it leaving them feeling like, here I go again it's all about them and not about me and everything just got all that, Erica take taken and the sunlight went away, you know
12:41:22 like, so you want to be curious about how it's going.
12:41:25 so you want to be curious about how it's going. Is any of that helpful or not, Yvonne and, yeah, that's very helpful. Thank you. Great.
12:41:31 It's a great question. I love it.
12:41:33 Mary Beth.
12:41:35 Yeah, I, I, it's kind of related this question.
12:41:38 I'm wondering, I'm kind of missing.
12:41:42 You know the sort of final part when we just do the empathic listening, where you know after somebody makes the feelings and needs guests you do kind of come back with saying, Yeah, you know, and you did mention about incorporating that like the weather
12:41:56 resonates or whether something else, close but not quite.
12:42:01 Because I think I was feeling like you know I need to just listen quietly, while the person you know goes through their list that they might have made you know notes are you this without, so I'm a little unsure whether in that one minute.
12:42:19 Is there. I know you said there could be a little bit of yes or no. Be back.
12:42:25 I was feeling a little like, by the time then we get to the end it's not really alive anymore you know it's like if you're the first person by the end it's like I don't even know all these things happen to remember what, exactly.
12:42:37 So I'm just wondering if you suggest going more slowly with a feeling and giving the person a beat, to take it in or, and if the person who's taking it in should say anything or not it's only a minute, so I'm a little like wanting your feedback about
12:42:55 that.
12:42:57 Um, so I think the answer to this question and pod depends on the level of practice. And so it's going to be different from person to person.
12:43:07 It's an excellent question and here's how I think I would advise all of you to navigate that
12:43:13 when I am reflecting back when I have my minute to reflect back feelings or to reflect back needs.
12:43:21 The intention of the exercise is for me to practice building a feelings literacy or needs to literacy.
12:43:30 So I can say, I would say the person doing it can be in charge and say, or you don't even have to say it you can just do it like Be mindful for yourself.
12:43:41 Do you want a minute to empty a bucket of all of the

different words that had come to mind for you, so that you can just practice being like I think I heard this and I think I heard this and I think, and you, you're just practicing like a getting the
12:43:53 language out there, and you get a minute to play with the language and the other person.

12:43:58 Take it in there's nothing you need to do with that, like, you know, if something resonates great and if it doesn't find and and the practice is them language in your needs words and feeling what's.
12:44:07 Now if you want to up level your practice if you don't want to just empty a bucket of words because you're getting used to using those words.

12:44:14 And you also want to practice attunement, then I would say, Do it slowly and say, I just want some nonverbal I'm going to do this slowly and what's MySpace and I'm just going to be reading your non verbals as we go, whatever little bit.

12:44:28 And I might say I'm wondering if you were feeling curious.

12:44:31 And then I'll pause and watch what you're doing. Okay and then I'm wondering if you were feeling a little bit confused and disoriented, with some of that happening.

12:44:41 And then I can attune a little bit and then I might go to the next one so I can paste it.

12:44:45 If I want to add in the practice of a tuning and getting some feedback in the one minute.

12:44:53 Yeah, I think, as you're describing that and I'm aware that when I'm the person giving the, you know, feedback.

12:44:59 I feel nervous not getting like a response. Yeah, I like that I'm, you know, I want to know and then I sometimes it felt after the debrief when you know sometimes no one mentioned any of the things that I said, then it's kind of like, you know, they might

12:45:15 say oh I really liked what Yvonne said here and what some you know panda said here, and then I'm wondering oh god I must have really, you know, like I did it, I want to know whether it's resonating I feel nervous, just yeah you know that makes so much

12:45:31 sense that makes so much sense. So here's some. Here's a strategy to you could try. Knowing that everybody's now heard you say that so whoever's going to be in your group is going to be a tune so that's lovely I'm glad you're bringing it up because not

12:45:41 people no one I would say I'm going to go slowly and I just need a little bit of feedback as we're going above what isn't isn't resonating. Okay, we don't have to discuss it.

12:45:52 And then when you get to the debris.

12:45:54 One thing you may want to get in the habit of doing is saying.

12:45:59 I'm wondering how the way that I empathize or I wonder how my feelings needs at or needs guesses landed on you and landed on new panda. Was there anything that felt particularly off.

12:46:11 Did it feel a tuned or not. Can you give me a little feedback on how it went.

12:46:16 Okay that's good because I can feel this nervousness and then I'm afraid, is my nervousness making me just disconnect not be

connected enough, you know so okay that's helpful.

12:46:27 Thank you. Yeah. You're welcome. Another really really relevant and lovely question. Yeah, I'm sure lots of people can relate with that one.

12:46:35 Yeah.

12:46:38 Other things that are coming up in the structure practice or in your practice in general that would be helpful to just revisit before you go into your breakout sessions today.

12:46:53 Okay.

12:47:02 Don't make losses. Okay. They're here to get you sorted out in some breakout room.

12:47:01 So, with this speaker right the speaker is going to talk, you always have free will and can talk about whatever feels alive for you, that's always an option.

12:47:12 And if you don't know what to talk about, I would talk about what is a holiday conversation that you are particularly dreading, and why and what is your intention for doing something different this year.

12:47:24 What is something that you are wanting to get three minutes of just talking out loud and intention you're setting a person that you struggle with a dynamic that feels stuck anything that has to do with the.

12:47:38 This month's topic. So if you don't know what to talk about do that.

12:47:40 And, otherwise you know you can always talk about whatever you like. So, let me think we are 13 minus two is 11. So I think that means we're going to be three groups,

12:47:57 and not everyone's going to have the same number of people so let's see.

13:35:34 Welcome back welcome back and

13:35:54 How are you, hi Colleen. Yes, right. We had a question just about the structure in the practice.

13:36:00 When you're the person doing observations. I was going for, you know, kind of looking a lot at the language and then some at what the body language was, but if someone said well I felt this or I needed that it kind of blended into the feeling and needs

13:36:16 and they were like Oh, wait, you're out of your lane kind of thing. So we just wanted to be kind of clear about what we're supposed to be doing.

13:36:26 For this exercise and observations, but give me an example of something that might be said that you have a question about can you think of something. So, when one of the other people is speaking and I was observing.

13:36:39 She said, Oh, I'll just make something up I can't remember exactly which says something about, oh, I that I felt really angry about that night. And so when I was reflecting back I said, Oh, your sister changes her mind about plans all the time and you

13:36:54 feel really angry about that. And so is that getting into the feelings territory or is that still a reflection or are we just kind of messy and Is that okay okay so yes it's messy and that's ok for

sure that's always fine because we're practicing and
13:37:10 we're playing so this is not an exact, you know, thing. The way you make it a little bit more observation oriented is just by practicing saying I heard you say that.
13:37:23 I heard you say that you are angry. I heard you say if you want to get really, really precise would never speak like this in real in real life, but for practice that can be useful.
13:37:32 I heard you say, I feel really angry with my sister.
13:37:36 I also heard you say, I feel really disoriented when she says blah blah blah.
13:37:44 That would be a more like a pure I observed I noticed I heard you say, when you said this and the reason we practice it like that is because when you're in a high conflict situation with somebody outside of this, and you.
13:38:00 You think you're arguing about respect and trust and they think they're arguing about spontaneity.
13:38:07 And you keep like not meeting. You want to be able to ground the conversation and I remember you saying, I'm going to be home at 6pm.
13:38:19 You remember saying that or not.
13:38:34 And the other person goes yep I said that.
13:38:36 Now you've got a starting place for the next part of the conversation.
13:38:40 So, you might also say, you know, so it sounds like if I'm hearing you right It sounds like you're feeling angry and disoriented and really longing for blah blah blah.
13:38:51 It's another way of bringing the content and, but you're not checking for our Did I hear you correctly, you're actually moving into a different intention, which is to surface feelings and needs more explicitly and put a spotlight on that kind of data.
13:39:04 Is that helpful at all in the Yeah.
13:39:07 Okay, what about other people does that clarify for others little does that, open up a can of worms for more questions.
13:39:20 Pizza.
13:39:20 I like, I like the analogy of what a camera.
13:39:27 What a video camera would record.
13:39:30 When I'm making efforts to observe.
13:39:36 Yeah.
13:39:38 Yeah, the skill of observation is when you said that you're a fucking bitch.
13:39:47 And they go yep that's exactly what I said.
13:39:49 And then I say, I felt so known and seen and loved it really met my needs for deep acceptance What's it like to hear me say that I always speaking pure NBC.
13:40:03 Right. And then they might say, well, it's very disturbing because I was actually trying to insult you, and you seem to be impossible to insult because you reframe everything in your own mind, and you live in some, you know, created reality and you're
13:40:16 not hearing how angry I am.
13:40:19 And then I can be like, okay, so when I hear you say that

you're really angry, am I getting that right you're angry right so now we can, if we're going to be really precise and careful around wanting to pick up and be a little bit tactical about what

13:40:34 is mine What is yours. Did you say this. Another thing you know another phrase that you can use is I heard you say you vet You're a fucking bitch. Is that what you meant.

13:40:48 I heard you say, I'm really angry and disoriented and you can also paraphrase, you don't have to quote it so in pure observation we would quote, we would literally quote what it is that they said, if there's a lot of trust, and a lot of respect and a

13:41:04 lot of liking, like if the relationship has a solid foundation.

13:41:08 Then you can, you know, people can paraphrase and summarize and that will still feel like observation as long as you're not adding anything in there. That is interpretive and does not align with the other person.

13:41:19 Well that is interpretive and feels critical to the other person.

13:41:24 So we want to come back to you know I want to remind you like anytime you have a question about a practice. Well, back to what what is the reason we're doing it.

13:41:35 What is the reason we're doing it, it doesn't that the details, only matter to the degree that they are strategies aligned with a need. So figure out what the need is that we're trying to meet.

13:41:47 And this practice the intention is to get some to have a container where you get to practice really awkward language that you might not naturally use in a real conversation in order to get the skill of languages out what you're noticing and to get a little

13:42:03 bit of practice of like listening through the lens of noticing instead of interpreting. If it's serving that purpose. It's great.

13:42:13 needs the Lisa did you have something else you're unmuted right now I'm just checking.

13:42:17 No, I don't think you. Okay.

13:42:21 Mary Beth Yes, I got it on mute.

13:42:26 In our group we talked about possibly what I'm wanting to feel.

13:42:33 I'm sorry, with you and anybody else about possibly actually incorporating like an extra minute in the practice for a response. so a timed response. So, when it's like the minute so that the feelings let's just say it's feelings.

13:42:56 And then the person you know saying yes that resonated or yes but but there's also this could have its own sort of designated time instead of, you know, like it's like almost like if you only have the one minute and you say are you feeling sad and I feel

13:43:14 the need to kind of say, how's that landing in some way.

13:43:20 Let me pause you for a minute. Yeah. Just a minute.

13:43:23 Only because I'm having issues with my memory today for some reason, probably because I didn't sleep well last night, but I have an idea and I want to float by you.

13:43:31 I'm imagining if I'm hearing you right, it's like Mary Beth if you talk about a whole bunch of stuff, and then and guesses and and Lisa guesses and Lenny Vaughn guesses.

13:43:43 After that round we could add a third round, that is a three minute discuss. Oh Ha, and then it's all about Mary Beth and the three reflection she just heard and we close out Mary Beth situation.

13:43:55 And then we move to add.

13:43:57 And then we do stage one stage two, but we add stage three which is debrief now.

13:44:03 And then switch gears, would that feel more satisfying because then you can stay with the content you just heard before switching on to the next content.

13:44:12 Hold on, I just want to know who would find that satisfying.

13:44:15 Just give me like a thumbs up.

13:44:17 Okay, let me tell you my hesitation, and then you guys tell me how you'll manage this.

13:44:23 The reason I don't do it that way, and I'm happy to change it up by really just making the activity longer because you'd still have the debrief at the end but the reason we don't do it that way.

13:44:33 And I can change it, is that in my experience when people begin debriefing like if you do that and then we stopped debriefing Mary Beth situation and let's say you have a three minute timer on that.

13:44:45 People want to go on and it, it has a rabbit hole of all kinds of places that they want to go. And it is more difficult for people to then switch to the next person because they feel like they're leaving somebody incomplete.

13:44:59 And so then what becomes difficult is actually following the structure. Now, if everybody is happy to follow the structure and work on their internal boundaries and leave it incomplete knowing you're going to come back for a final debrief at the end.

13:45:13 Then, let's try that I'm so happy to try that and do that so that's my, I want to hear what you think about that yeah Mary Beth, go ahead.

13:45:21 Well there's another way option which is what we were talking about in our group and we kind of did which is sticking to the you know the four roles. But after I reflect feelings, then there's a minute just a minute for the connection between say Lisa

13:45:37 and me, too, so that it's also about whether my reflection of feelings resonated and I get the information of connecting with her first emotionally.

13:45:50 So instead of doing all everybody and then a three minute debrief would be, you know I speak for a minute about feelings and then there's Lisa has the chance to for a minute to say yes kind of whatever she wants to go off yes exactly sad, and then needs

13:46:05 and then like one minute for doing that is too short.

13:46:11 It felt better than, it felt better to have some of it rather than none of it, and I don't know, I mean, I think part of it too, was the person who's giving, we talked a little bit about the person who's giving the reflection feeling a little insecure

13:46:24 like actually wanting to know whether they whether what they said resonated and wanting to learn and connect with the person rather than let's just say at the end of the three the person just talks all about the observation, and the other people feel

13:46:38 like, well, what, how about the feelings and needs Did that work, what I was saying, we're headed.

13:46:44 So that's the only thing about just having it all mixed in together.

13:46:50 I see Lisa Hold on a second. So my one concern is, there are so many steps for people like if it becomes an exercise where it's like and then do one minute of this and then you have one minute of this and then you have one minute of this, it becomes inhibiting.

13:47:03 So I have a hesitation about doing that.

13:47:06 I'm trying to figure out the problem.

13:47:10 And it sounds like the the thing that we're wanting is a way for the feedback giving to be a little bit more satisfying for there to be a little bit back and forth.

13:47:19 So one thing is to say, you can do it in that minute.

13:47:22 You can do that, like you can build that in, you don't need it to be another step in the structure, but then my question becomes, would you like a little more time for that, and then have a little bit of office some things and take a minute and a half

13:47:35 or take two minutes. Yeah. And I'm wondering also. I don't want to change the entire structure because sometimes somebody feels insecure and wonderful feedback.

13:47:45 I want to hear a little bit from other people's experiences doing this, and activities like this and what what you're longing for I'm so happy to change everything I just don't want to change it to quickly, and then create a whole bunch of other you know

13:47:59 know like let's think about a look at it. Yeah, yeah, like maybe it's just me, but it was that kind of are our group.

13:48:06 No no I don't think it is just you, but I have a statistical mind.

13:48:11 And I go, I'll be talking about 10 is 10% or 10% of the people feeling this a 50% of the feeling is this an 85% of everybody would really like you see what i'm saying it's more like work, you're definitely not the only one there will be out but I understand

13:48:23 that. Yeah, yeah. Lisa and then panda.

13:48:50 Let's say you're muted so I need you to unmute again please think I like the idea of making the minute longer so that there is time for that.

13:48:41 If, if I was making many steps, which I get that. That's boggling.

13:48:50 I would wish for one minute of sharing and half a minute of feedback in one minute of sharing.

13:48:59 And one thing that a person might do. Who is the one who had shared originally is pointed out, just a few maybe three of the needs are one of the needs, or the feelings or the observations that really resonated.

13:49:21 And another idea I had was so that we had more time.

13:49:27 We could have groups of three, where the third person does feelings and needs, which is kind of nice any way because of connecting them.

13:49:38 Yeah.

13:49:39 Yeah, because what we're getting into a little bit is developmental stages in practice, and accommodating different developmental stages, and I'm just naming that, like, yeah, I because I can see as you're getting more comfortable.

13:49:54 As you are doing it more often, and you're getting more comfortable with the baseline. You're longing for your level up, you're noticing what your next step is which I find like so exciting.

13:50:03 Panda.

13:50:08 You're muted. Yes, there we go.

13:50:10 I just wanted to suggest that the debrief at the end is a little unstructured. And I think that could work to the advantage of solving this problem, potentially because instead of having like this unstructured kind of lengthy debrief time, if we just

13:50:26 committed to say that debrief time we're going to hit you know how for each person we're going to revisit the first person who told the story, you know How was it for you with the observations with the feeling so the needs and then that somebody needed

13:50:43 more time, because I'm concerned that if we say, one minute after each person and then go to the next person, not only the concern that that you raised, but also that some people need more than one minute and some people like I just sometimes do thumbs

13:50:56 up thank you for, you know, thank you for listening.

13:51:00 But, but I might want to have like more time. So I think if we leave that open and that that debrief time was just a bit more structured, where we take turns, then we could accomplish both needs.

13:51:14 What do other people think as you're sitting with this as you're feeling into how the practices felt for you. I want to hear from a few other people who haven't spoken yet about what's coming up for them.

13:51:36 Can you just go on mute again for a moment because I usually look for an unmute as they're about to speak that I want to give other people a chance for a second and then I'm going to come back to you.

13:51:44 Thank you.

13:51:48 And, as somebody who gets lost in a story and start spinning in it.

13:51:52 I really appreciate the structure, first of all, because it it, I've been at when I first joined this group, there would be some people who wouldn't share and others who would share the whole time.

13:52:04 So this kind of balance keeps me in check keeps others and check. The other thing is I noticed I was in pandas group. I was very uncomfortable with the unstructured silences, so I kept asking questions but then that felt like I was one upping, you know,

13:52:22 directing traffic, which is my teacher background but I don't want to do that.

13:52:27 I want to be more of a shared experience.

13:52:32 So I think it's a dilemma to to how structure Do you want it

how complicated you want it. And the biggest challenge for me that I heard would be to take my minute and quit thinking that I have to capture all of observations are all of the failings in

13:52:48 minute single them out, and then take my time and get a reflection back from the speaker to see if I was correct. That would be my growing edge and I really would like a minute and a half for that on it.

13:53:03 So, I have another thought that occurs to me.

13:53:06 Would it be helpful, would we be addressing some of the needs that are emerging. If the instructions were more like this, find three things you want to observe and reflect back and check them out, find three feelings that see most alien to you and check

13:53:23 check those out and find three needs that seemed like up for you and check those out, would that feel like a little bit less pressure, and what that feel like a starting place to offer something back to the speaker who could then respond to and build

13:53:40 on your offering.

13:53:44 Yeah.

13:53:44 Yeah, Judy, go ahead. Your hand is up you. Yes. Yeah.

13:53:49 And that was what I was feeling like, you know, like was the listing. These were complex conversation stories that people gave man, it was like a whole scenario.

13:54:04 I every single feeling or every single need or what is single appreciation and I'm not tracking very well today, but even if I pressure, I felt that pressure.

13:54:16 And then when I was trying to help the other person, it was very chaotic because I put them in the specifics of three things that I noticed in there, and then find out from them.

13:54:29 if any of my tracking was relevant to them, so that would really.

13:54:35 I love that. So I'm also hearing that some people are really putting a lot of pressure on themselves to try and capture everything is that happening.

13:54:43 And it might be helpful in the instructions to make that explicit and to say, you will not be able to capture everything remember you're getting three minutes of content and you're getting a minute like at the very best you're going to get a 10th of it,

13:54:57 like, focus on what you see salient or focus on what you'd like to check out.

13:55:02 You don't have to capture all of the data, would that be a helpful thing to add in the beginning.

13:55:08 Okay, so, some learning is that we're putting a lot of pressure on ourselves to get everything in there. That's helpful to know, Yvonne Go ahead.

13:55:18 Yeah, I was just gonna say.

13:55:21 My concern with like limiting it to like top three, sometimes I find it's, it's like that feeling that's a fleeting feeling that someone hears is the key that really helps me, because a lot of times, I kind of know what I'm feeling, but it's that like

13:55:38 the unexpected, or like, oh I hadn't really noticed that

feeling so that's the part that makes me nervous about if we try to limit it to my fear is that would be the most obvious so maybe the.
13:55:52 The.

13:55:54 Yeah, instructions could address like salient but yeah, that's my only like you don't want to foreclose on potentially useful information by just picking the three clearest things and then not doing much more work than that.

13:56:13 Now, I just want to say I see I'm going to come Mary Beth and Lisa I'm coming. But I also just want to say there is a sweet spot between micromanaging every possible thing that could happen and directing people so that it's just so and providing enough

13:56:30 structure that people can let stuff begin to emerge and play a little bit, and not so much structure that we get stifled by it.

13:56:40 And that sweet spot, will constantly move with a group, because as you internalize the structure the next layer of learning will come up for you. And you'll want the structure to evolve with your development.

13:56:59 So I'm just going to name that I'm taking this all and I will give some deep thoughts of the structure but I want to hear a few other things and then we're done for the day So Mary Beth and then Lisa and Judy I don't know if your hand is up from before

13:57:09 you had another thing so I will come to you as well if you leave it up if you want me to come back to me that you're muted.

13:57:19 Maybe you're muted. I like kind of what you just said about, you know, keeping it a little bit light, because I mean sometimes like in this last call, there was there was one feeling that I, at the end of all these feelings that I'm like cataloging as

13:57:34 I'm listening that I just felt like I, I was under something tender there that I wanted to, and I asked for reflection right away and it was like yeah, you know, and so I wonder if it's just kind of like, if it's a minute and a half.

13:57:50 Maybe knowing that you know getting a timer that the minutes gone by just that the two people, you know can give a chance for some interaction, and that whether it was a minute, was the whole person saying the needs and talking and then that that 30 seconds

13:58:04 is just the one person who was, you know, reflecting back to the reflector. Or sometimes like say us, you said one need and then they start talking about that.

13:58:14 Maybe they would be aware that with a 30 seconds, let me ask if you saw any other feelings. So we just are aware that we're trying to, you know, create that space for that interaction, even if it's just a beat of it.

13:58:28 Nothing. I hear that. Thank you. Yeah. and we have like 30 seconds Lisa sorry.

13:58:34 Okay, so one thing is I'm thinking you could say, you can ask in your minutes if it resonates. And also, you could say in the introduction, don't feel pressured to get all of something, if, if it's comfortable to guess 10 guests can, if it's comfortable

13:58:52 to guess, to then just look for them. And then also, I forget that the goal is connection, not being right. So, something about

that.

13:59:14 Yes. Well the overall goal is, if connection not being right but the goal of a structured practice is practice connection may not happen because it's not an empathy exercise it's a it's a skills exercise.

13:59:20 Oh, I think that I think that we're also longing for connection in it.

13:59:26 Yes. So we, when we, when we get our skills exercise sorted out we will move into empathy exercises, and that's different, that's a different thing.