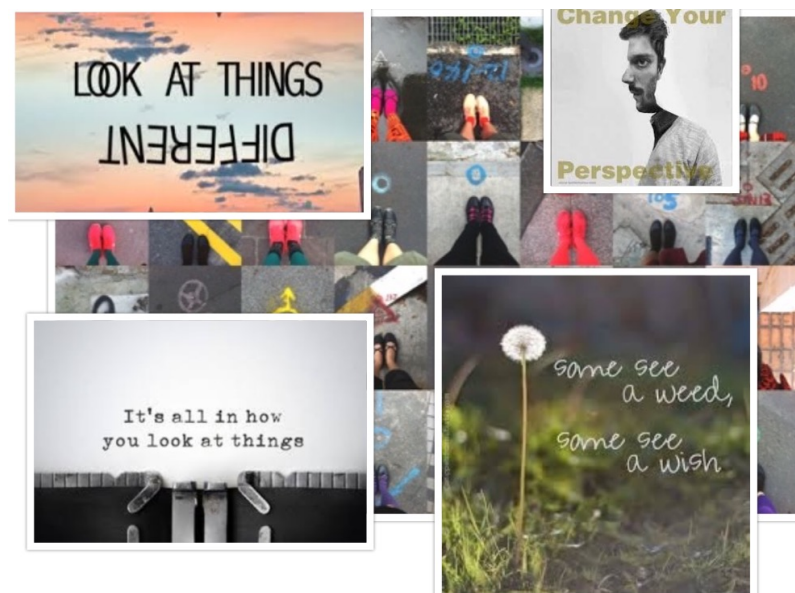


ENGAGING PERSPECTIVES

Pod project report

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Introduction

This report will take 3 perspectives on our POD experience and task: a reflective one on the process of our pod group, a look at theory and concepts that inspired the focus of our project, and an in-depth presentation of the design and flow of the facilitated experience. Engaging the four quadrants and multiple perspectives has been our constant practice and is also guiding the content of this report.

Reflecting on The Process

Our experience has been filled with excitement right from the moment we learned it would be the 4 of us working on the first pod project. It has been deep, enriching and nourishing to work in this constellation! These are a few aspects and reflections about how we rolled:

Leadership. In the first few pod calls, leadership was shared between us. We set up a simple flow of checking in personally, looking at what was present for us in the IFP, moving our pod project further and checking out with personal reflections on how we each felt about the call. We shifted gears after a call with our Pod Liaison Maria, taking her advice to each take turns in hosting and facilitating our calls.

In retrospect: Shared leadership on our calls felt coherent and productive, fitting naturally with who we are as a group. There was a sense of being “all in” and offered what was true and authentic in the moment. We together shaped the flow and focus of our calls without holding back contradictory views or challenging what came before. When we took turns facilitating, it allowed each of us to step in more fully to the calls, bringing our IF intentions and learning edges forward.

As we come to a close with this pod group, we feel we could have challenged ourselves and each other even more, by integrating the IF competencies more consciously and then sharing feedback to support our individual and collective growth. We did not find much opportunity to include the lower-right quadrant, apart from some check-in experiences. It would have been interesting to practice time-boxed speaking, group journaling, sentence building, and the counting game. Definitely on our radar for the next pod experience.

Intention. We spent the first call surfacing the intention for our pod project, and exploring what we wanted participants to experience. This is what it sounded like: “Let’s design something that makes us feel alive and excited! Let’s do something fun and perhaps extreme, that pushes our boundaries as facilitators. Can we invite people into a part of themselves that they don’t usually embody? Can we get people up out of their chairs, moving around, exploring places they may not have been before, looking at personal challenges and doing something that shifts it? An experience they can each really feel, that is meaningful, energizing, and challenging.” Coming back to this intention felt particularly helpful when we experienced a divergence in conversations and ideas.

Working from what is present. Presence was both a practice and formed the foundation of our calls, it was also a deep quality and skill we all share. The quality of presence was strong and potent, and shaped both the flow of our calls and the design of our pod project immensely, it was especially supportive in making decisions quickly and with ease.

Connecting into the four quadrants. We consciously brought our attention to the four quadrants and practiced flowing between them. As a result, our calls felt enriching and educational. An example of how the quadrants informed our project design is outlined in the Design and Flow section of this report.

Some 1st person perspectives:

"I appreciated working within the pod to support connection and community in between intensives. I feel a deeper connection to Daniel, Nina and Christian as a result of the work we created. It was also a great way to further explore the IF competencies and the Integral map, I am more knowledgeable as a result of our meetings."

"I experienced our pod to be a powerful group of highly competent folks. I found us all to be capable leaders and I felt instantly comfortable. I was delighted by our group and I think our only struggle was in connecting to the greater whole of the IF program. We were not so interested in pleasing others as we were in doing what we thought was right. "Headstrong", "self confident", and "solid" are the three words I would use for us."

"I especially cherished the capacity of our pod group to be present and bring what's alive, and build our calls and project from that place. Our regular calls created trust and connection in me and between us, and supported me staying conscious and being intentional in the flow of my own learning and the program."

"I appreciated how easy it was to be open in the group and the level of trust I felt. Support was always there. The time zone difference made it very difficult to find a time that was easy for everybody. Special thanks to all of us for the effort we've put into shuffling our schedule."

Backbone of Our Project

Our Pod was inspired by the power of perspective taking. We are aiming to facilitate an experience of embodied perspective taking, that offers insight into a real time struggle.

In Integral theory there are three orienting Perspectives: I, We, and It. These three perspectives broaden the scope of any facilitated experience, and our pod wanted to explore beyond these, into the realm of imaginal perspectives. By combining play, imagination, and embodiment, we hope to share a tool that offers new lines of inquiry and perspective on an identified problem in one's life. This is accomplished by tapping into archetypal or imaginal voices to give fresh insights. By taking a look at their personal issue through a variety of new perspectives, we hope to challenge the limits of the conventional self and invite participants to take steps towards self transforming development.

Our facilitated experience takes concepts from voice dialogue and gestalt therapy techniques and meshes them with embodiment, improvisation and theatre techniques. It is an embodied experience of the imagined other.

We will work with self as instrument in this exercise, and in particular the power of the self to transcend the boundaries of our regular identity, to include supporting and insightful viewpoints. We will also be working with state shifts and recognizing how shifts in internal (UR) and communal (LR) experience can create new ideas and new energy for problem solving.

Embodiment is an important part of our facilitated experience. This will be experienced as we take physical stances and positions in the room in order to explore a range of perspectives. Gathering insights from within the body of the other, supports a new way of thinking, which has the potential to unlock an innovative understanding of the problem.

A final important aspect of our facilitated experience is the aspect of play. Play, especially for adults, has a liberatory quality to it. Play often frees up energy and allows creativity to arise. It is the essential joy and freedom of role playing that we want to tap into. There is something about pretending to be someone else that sometimes lets us say and do things that we feel afraid or incapable of doing. This aspect of play lies at the core of the exercise we are presenting.

The perspectives we will explore:

I: The issue as it is experienced in the first person, without filters or restrictions. Letting it flow as it is, with all of the criticism and judgment. Feeling into the truth of the situation, the pain, fear, sadness, anger, discomfort etc around this issue. Using as many “I” and “You” statements as possible - really open up and go for it!

IT: Naming the issue in neutral language, from the objective third person perspective. Removing the emotion, all of what is personal about the situation and seeing it as entirely neutral. From this perspective we are looking for a single sentence that captures the situation in a nutshell (using It, The, He, She, They in naming the issue)

The Hero: This is a figure, real or imagined, who inspires you in some way. They may symbolize a set of values and strengths that you would like to embody to a greater degree. This figure may be from popular media or history, fictional or real. Through the voice of the Hero, we are often able to see the problem in a way that diminishes its anxiety, perhaps showing that the situation is manageable. What does the perspective of hero bring?

The Best Friend: Our best friends often live inside us, giving us insight and perspective through their familiar voice. There is usually a reason that we have chosen them, and often this has to do with a certain dependability, or an ability to bring out certain qualities in ourselves. Often we look up to them in some ways, but in other ways see them as worthy equals. What does the perspective of the worthy equal bring?

The Child Self: Our Child self lives within us. A vision of ourselves when we were young, filled with life, and perhaps a bit less world weary. For some the child is fearless, unrestrained, and free, while for others the child is anxious, sensitive, and wide eyed. In almost all cases the perspective of the child is different from our adult self. s experience grows us up, and away, from our childhood insights this is an opportunity to tap into that forgotten part that lives within us. There is also an interesting potential for connection between the Child Self we are exploring and our Integral Facilitator value of “not-knowing”. What does the perspective of the child bring?

Design and Flow

Facilitator Run Sheet

Client: IF Cohort 4

Date: One day between Feb 9-11

Program Times: TBD (45 minutes with feedback)

Location: Main room at ECCU

Group Size: 20 ppl

Program Type: Engaging Perspective

About the Group

- 2nd Ten Directions IF Intensive

- Attending from 6 different countries (China, France, Germany, Sweden, USA, Canada)
- Coaches, facilitators, therapists, consultants, process designers
- Working in the private, public and government sectors

Program Goals

- enlivening, energetic, includes embodiment and play
- An opportunity to go deep into learning edges in life and/or work
- An experience of embodied perspective taking that can offer new insight into a real life struggle.

Logistics:

- Ensure everyone has a notebook and pen
- Empty room

Program Agenda		
Module, Purpose	Start and End time	Instruction, Framing, Challenge. Debrief Questions
Introduction	2 min	<ul style="list-style-type: none"> • IF theory • intention for this activity to include quadrants, perspective, states • Reminder of the ground rules and the choice of engagement
Naming the Issue	3 min	<p>Nina - Meditation to invite the group into the process and invitation into the issue</p> <ul style="list-style-type: none"> • take a few deep breaths, feel your body, in this space, on this chair, next to these fantastic individuals. Take a few more even deeper breaths and bring your attention to your interior. Notice any thoughts and feelings that have your attention still, and let them go as well. • Now think about a challenge in your life, something juicy, something that is a sticky issue for you right now. You might have no idea how to meet it, you might feel deeply nervous about it in your body, frightened, confused. • It might be a new issue on the horizon, or something you are aware of and working with for quite some time already. • If you are present to a few areas, feel into them and pick the one that feels emotionally most alive to work with, the thing that really calls you forth to look at and shift right now.
Journal	2 min	<p>Nina - journal about the story in the first person without filters, let it flow openly and with all of its messiness and criticism</p>
Deeper connection to	2 min	<p>Daniel - Embody the deeper connection</p> <ul style="list-style-type: none"> • notice what you are feeling as you reflect on your problem

the issue in first person		<ul style="list-style-type: none"> • think of a specific time when the problem was most acute for you. Imagine yourself there. Feel what arises in your body as you remember the details of that incident • What are your unfiltered thoughts about this issue. • Let the judgements, beliefs and criticisms of the self and other come to life • is there anyway you could step even deeper into this feeling, do that now in your own space • note any important details about your embodied feeling and thoughts • write, in one sentence, the issue you are facing in the first person <p>ie. I am afraid to confront conflict when facilitating executives.</p>
Become the observer and see this issue in the 3rd person	3 min	<p>Christian - Invite them now to release their first person perspective, literally get up and shake it off, changing position/location, and welcome them into a 3rd person Observer perspective (voice of the witness/ observer)</p> <ul style="list-style-type: none"> • With a partner explore some statements that turn your statement into neutral language. Imagine yourself as a fly on the wall, no internal states just what can be seen when one observes and reports objectively, • write down one sentence about the issue as an object you can see <p>ie. There is fear that arises when facilitating conflict at the executive level</p>
Engaging new Perspectives	12 min (4 min each)	<p>Christy - An invitation to take a few new perspectives on the neutral issue</p> <ol style="list-style-type: none"> 1. Take the perspective of <u>The hero</u> - a figure, real or imagined, who inspires you in some way. Choose a character who symbolizes the qualities and character traits you appreciate. This figure may be fictional or real, perhaps from TV, a film, book or history <ul style="list-style-type: none"> ○ Who is it and what would they look like if they were here in the room ○ Where would they be and how would they be in their body ○ how would they face this neutral issue, how would they feel, what would they think ○ turn to a person near you, share the voice of your Hero's perspective (not the context just their point of view) 2. While moving to another location consider your Best Friend a familiar voice, someone you can depend on, who has the ability to challenge and support you, someone you consider a worthy equal <ul style="list-style-type: none"> ○ Same as above 3. Again relocate and consider your Child Self a younger version of you.

		<ul style="list-style-type: none"> ○ how and where would you be in this room right now, how old are you, what are you wearing ○ how does it feel in your body to be this age, ○ what is this youngster saying about the neutral issue? ○ Share
Journal	5 min	Christian - What perspective do you want to take moving forward. Journal about the following questions <ul style="list-style-type: none"> • Which perspective do you most want to embody now? • What does that mean about how you will act? • How will this change the way you talk about this?
Large group share and Feedback	2 min	Hear from a few people about how this was supportive or not

How the four quadrants were consciously included in our project design

<p>Intentionality - perspective taking and that we wanted to make it engaging</p> <p>Awareness of influences and biases - the places that are difficult for us and an invitation to engage perspectives</p> <p>Unbiased open mind - when you are stuck you have lots of judgements and limits and when you embody the various perspectives it allows you to drop the bias and see more clearly</p> <p>Fear + Courage - stepping into these aspects we are meeting our fears and as facilitators it take courage to invite this</p> <p>Journalling</p>	<p>Embodied Presence and Perspective Taking - taking a different role to look at the issue and imagining yourself as another</p> <p>Reframing and Naming - naming where we are stuck and how it looks when we are in another perspective, journalling</p> <p>Focus, Direction and time Keeping - we have created a road map to follow</p> <p>Listening, empathizing and Reflecting - sharing stories and reflections with others</p>
<p>Journalling - when we are all writing at the same time there is opportunity for a state shift, and coherence</p> <p>Safety Openness and Rapport - the IF ground rules and the work we have done together already allow us to be challenged in this way</p> <p>Relational intelligence - being witnessed in various perspectives</p>	<p>Clearly outlined room set up</p> <p>Structure for group energetics - meditation and journalling</p> <p>Coherence - journalling</p> <p>Formats for dialogue/conversation - journaling, diads, embodying perspectives</p> <p>Ground rules - a reminder of the IF ground rules</p> <p>Games/Play - as a pod it was important to include play and this activity is where we landed</p>