



NAME OF EXERCISE	CREATING A SAFE SPACE FOR THE TEAM WORK		
SOURCE	This exercise is based on the exercise “Container Building”, which is licensed under a Creative Commons Attribution (CC BY) license by the Presencing Institute (www.presencing.org) and adapted by the Game of Change development team.		
USE IN GAME-PHASE	Arrival and introduction to the game	During the game	
DURATION	15 minutes – 3 hours The length of this exercise depends on the length of the entire game. If, for example, you have 4 hours available for the entire game, then you can take about 15 minutes for this part. If you have a few weeks available for the entire process, then you can devote more time to this part (e.g. 3-4 hours).		
PARTICIPANTS	5-25 All participants and the facilitator as well		
PURPOSE	This exercise is an essential part of the beginning of the entire game. Creating a safe space for a group or team fosters trust and establishes ground rules for engagement. This includes the three essential qualities of interaction: open mind (seeing), open heart (feeling), and open will (intention).		
SHORT SUMMARY	All participants are invited to clarify their inner condition through answering key questions privately and later share some of their insights, if it feels appropriate for them. Also, the rules of the upcoming working together are agreed on in this exercise.		
LIFECOMP-COMPETENCES	P1 – Self-regulation P2 - Flexibility P3 – Wellbeing	S1 - Empathy S2 - Communication S3 - Collaboration	L1 – Growth Mindset L3 – Managing Learning
USES & OUTCOMES	<ul style="list-style-type: none"> ● Creating a safe and trusting space as a basis for curiosity ● Prepares participants to enter the learning zone ● Helps to open the mind and the heart as a basis for engaging with each other ● Increasing the feeling of trust towards each other in the group 		
ROOM REQUIREMENTS	Arrange the physical space so that everyone can see each other, for example sitting in a circle only with chairs. No phones or computers are needed. If you do this exercise virtually, make sure that everybody can see and hear each other, cameras and mics on.		
PREPARATION / MATERIALS	As the facilitator go through the process yourself before doing the exercise with the students. This way you pay attention to your own inner condition before working with the group. Reflect on the questions:		



	<ul style="list-style-type: none"> - Why am I doing this work? What is my highest hope and aspiration for the process? - Where am I physically and mentally? - As the facilitator I am holding the space for the participants. This means that through my awareness of the situation I as the facilitator provide clarity about the situation, process, roles and content/ outcomes. - How can I connect to the inner qualities that I need for this process? <p>Materials:</p> <p>Prepare a poster with three questions:</p> <ol style="list-style-type: none"> 1. Now that I'm here, from a scale 0-10 where is my interest for this training? (This question is for participants who have not chosen to join the game themselves.) 2. Why am I joining this training? What is my highest hope and aspiration for the process? (This question is for participants who have chosen to take part in the game themselves.) 3. Where am I, physically and mentally? What is going on in my thoughts and how do I feel in my body? What emotions are present for me? What would I like to do / not like to do? 4. How do I feel about the upcoming group process and stepping into the unknown? What abilities and skills would be helpful?
<p>INTRODUCTION</p>	<p>This exercise is done at the start of a social process to help people feel safe and work together. It is especially important when there are difficult situations or big changes.</p> <p>We are going to get to know each other better and explore our inner conditions. First, we will reflect individually on why we are here and what our intention is for this upcoming process. Then we will share with each other the topics that we feel comfortable to share with each other. This will bring focus and direction to the process we are initiating.</p> <p>Principles</p> <ul style="list-style-type: none"> • Be clear about the roles and steps. • Listen with an open mind, open heart and open will. • Suspend your voice of judgement to activate the open mind. • Stay connected with your open mind to be aware of how your own mental filters affect how you hear others.



SEQUENCE OF STEPS – DESCRIPTION	
STEP 1 (15-90 MINUTES)	<p>Inner conditions of the participants:</p> <p>Short version 15 min:</p> <ul style="list-style-type: none"> - Short journaling on 3 questions individually 5 minutes - Share with a partner for 5 minutes - End with hearing some voices in the whole group for 5 minutes <p>Long version 1½ hrs:</p> <ul style="list-style-type: none"> - 15 min Awareness exercise, refer to exercise - 15 min Journaling on questions that resonate with you - 30 min Take a walk with a partner and share - 30 min Coming together as a group and sharing some of insights from the partner discussions. What abilities and skills would be supporting the upcoming process in creating the Game of Change? <p>In a longer process, you could also consider setting up a mentorship or buddy system between participants to encourage peer support throughout the process between the meetings.</p>
STEP 2 (5-30MIN)	<p>Initiate the Process</p> <p>Facilitate agreement on the “what and how” regarding the agenda and process. Create agreement on the qualities of how we work together, for example:</p> <ul style="list-style-type: none"> - how we manage time - how we respect each other's opinions and ideas, - how we listen to each other, including dealing with mobile phones - how we approach whatever comes up with curiosity - some other topic that is relevant for the group <ol style="list-style-type: none"> 1. First let the group list the topics to agree on. 2. Then allow for discussion on the topics. If the group is large, split into smaller groups and assign one topic for each group. 3. Finalise together on the agreement of “how we work together”. Collect the results on a big poster. <p>In the short workshop version, the facilitator can suggest an arrangement to the group.</p>
REFLECTION QUESTIONS FOR THE FACILITATOR	<p>The reflection questions presented below can be used by the facilitator during any stage of the process. Facilitate the agreed-upon process while actively maintaining the three levels of awareness:</p>



	<p>1. Seeing with open eyes to break through patterns of downloading. Ask:</p> <ul style="list-style-type: none"> • What is inside my field of attention, and what is outside it? • What might be my blind spot? <p>2. Holding. Paying attention to the whole of the social field and the quality of “being with” through interaction and communication. Ask:</p> <ul style="list-style-type: none"> • What relationship qualities are represented? Are any relational interventions needed? <p>3. Supporting. As a facilitator you shift your awareness from what currently is to the emerging whole.</p> <ul style="list-style-type: none"> • We are no longer two things, but we are acting as one. This inner shift creates the conditions in which something new can grow. <p>Principle: Mindfulness</p> <ul style="list-style-type: none"> • Pay attention to your posture, to how you are standing or sitting when you are in the group, and to your breath. • Practice broadening your awareness of the social field that you are facilitating. <p>Practice Option: Reflection-in-Action</p> <ul style="list-style-type: none"> • What is hard for you to see, hold, or support in the system? • Where are resources and points of strength? • Who/what is being excluded? • What voices are not being heard? • What emotions come up for you? Why? Use your own feelings as an “organ of perception”.
<p>REFLECTION</p>	<p>This whole exercise is based on reflection and there is no need for a separate reflection by the participants afterwards.</p>
<p>TIPS</p>	<p>The open mind, open heart and open will qualities are protected through the common agreement of how we work together. Start the session with facilitating a mindful moment to help the participants connect with open mind, open heart and open will.</p>