

Swap Meet

Inclusion

PROCESS

- On a 3 × 5 card write your name, the percentage of time you've spent facilitating, and a belief you have about facilitating meetings.
- Stand and swap. Paraphrase and inquire about the other person's belief. Why is this belief important to the person? Record.
- At a signal, switch to another person. Represent the person to whom you just talked. Paraphrase, inquire, record.
- At a signal, return to the groups and report.
- Given what you've heard, what inferences are you making about this group's theories on facilitation?

ALTERNATIVES

- Change the first instruction to reflect the group you are working with: presenting, coaching, leading, and so on.

cont.

- After the exercise, explore with the group the differences between espoused beliefs and acted-upon beliefs. Self-monitor by reflection after performing a task.

TIPS

- Use as an activator before instruction.
- Define *swap* for English as a Second Language groups.

NOTES AND APPLICATIONS
