

FACILITATING STORY WORKSHOP

Preparation:

participants	environment	timing
5-10 people Team that works together regularly Peers or peers & manager (avoid significant power differential)	Away from daily work space Setup circle of chairs with no table No phones or computers	Intro and demonstration ~20 mins 15 mins to draw story Each <u>shareout</u> ~15 mins End of day or before a break

Running the session:

setup	share-out
<ul style="list-style-type: none">▪ Introduce psychological safety and explain why you are holding the session▪ Stress the importance of presence and ask participants to put away computers and cell phones▪ Explain the session: each person will create a story to share with the group, the group will listen and appreciate each story▪ Facilitator shares an example using their story on a storyboard▪ Participants have 15 minutes to draw their story▪ Set ground rules: only share what you are comfortable with, nothing leaves the room, ask the group for anything else they want to agree on before starting▪ Participants draw numbers from a hat to determine order (to limit distraction)	<ul style="list-style-type: none">▪ First participant shares, group listens, people on each side of the sharer offer one piece of appreciation each▪ Facilitator thanks the sharer and asks the next person to begin▪ Go through each story in order▪ At the end, ask each person to commit to one thing they will bring back to their day-to-day work from the session, have them share this with an accountability partner▪ Close the session – thank the participants for their openness, vulnerability and presence. Remind them of the ground rules and offer some ideas for how they can use the trust and connection they built

Facilitator tips:

Some people resist drawing: encourage them to avoid bullet points and words	Be prepared to 'go first' and demonstrate vulnerability	Consider doing a mindset exercise before starting share-out	Play light music while people are drawing
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