

FRIENDSHIP SUPPORT CIRCLES
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Workshop exercise:

Participants will gather in intimate groups of four and will introduce themselves in a way that makes them appear to be intelligent, sensitive, and interesting good friends. The process is for each person to take 10 - 15 minute turns at presenting a problem and handling three specific styles of feedback from the other three. Then the group rotates to the next person. This model can be used by four friends on a lunch break and could comfortably be completed within the lunch hour.

A. Rules: The problem that is presented needs to be real one, safe and confidential, either that they have been struggling to solve, or a personal fault that they have been reluctant to deal with. The presentation must be complete enough in several minutes so time isn't spent correcting, adding to, or arguing with the advice.

Here's the twist. The speaker will be scored on how well they seem to listen and welcome the feedback. On the listening scale below each person will give them "X" mark on the line, 1 to 100, indicating the percentages of how well it seems that 1) they have heard the advice, and that 2) they will actually use the advice. An over 80% impression shows that they rewarded their helpers and would gladly be asked back to lunch the next week. At an under 20% level they would be "voted off the island" because of the "help resistant" struggle they created with their Rescuers. It would take a "Try Hard" driver to want to ever give them advice again. Leave time at the end to explain your intuitions.

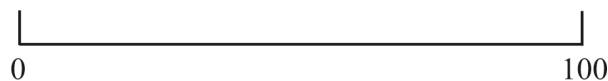


Fig. 1. The Listening Scale

B. Roles. The other three participants have fixed roles to perform. They may be critiqued on the spot if they become a Rebel Child "winging it," breaking the roles any way they want to. Using the F.A.T. model,

- 1) FEELING ROLE. The first person will take the Feeling approach with empathy for the struggle, heartfelt sympathy, and tenderness to get everyone to cry,
- 2) THINKING ROLE. The second person takes the Thinkers role using cognitive confrontations and depth inquiry for the game and script interpretations. Passivity discounting can be confronted in order to hook the Adult to think and solve problems.
- 3) ACTION ROLE. The third person will take the Action role to motivate them to jump up and take the bull by the horns with direct advice on what action to take and how to do it, and then, Go For It!

C Feedback. In the feedback time discuss the comparative difficulty each person experienced in playing the three different feedback roles, and the speakers preferences and ability to respond to each of the styles of feedback. Check to see if there was any attempt to disguise a Don't Feel, Don't Act, or Don't Think episcript. Then each person has finished and the results discussed, and confidentiality assured, the group goes on to the next person.

D. Discuss the listening blocks.

Fig. 2. The blocks to listening discussed can be those below of the Intimacy Losers Loop, the Condensing, Abrupt, Secretive, and Evasive blocks.

Fig. 3. The positive opposite, same letters, for the Winners Loop Fig.3 would be attitudes of Caring, Approachable, Sharing, and Engaged.

Fig. 4. In the Listeners Loop, Figure 4.: the respondent would give the welcome Strokes, Encouragement, Validation, and Follow Through to reward the helper.

Figure 5. If there is role-playing of an accountability and apology situation, it needs an A.I.R.ing out by cooperatively offering the required Apology, Insight, and Responsibility.

Give feedback to the presenter for these:

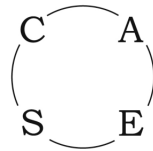


Fig. 2. The Intimacy Losers Loop

Were you stopped by the Condensing, Abrupt, Secretive, and Evasive blocks?

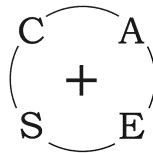


Fig. 3 The Intimacy Winners Loop

Was the attitude Caring, Approachable, Sharing, and Engaged?

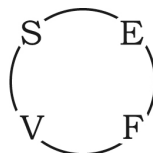


Fig. 4 The Listeners Loop

Were you rewarded with Strokes, Encouragement, Validation, and Follow through?

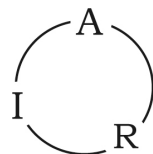


Fig. 5 The Listeners Accountability Loop

Were you satisfied with the Apology, Insight, and Responsibility?