Module 6 Participation and Engagement

Participation and Engagement

Using good questions

- Starter questions that enable particiaption
- Good questions get people thinking
- See Module 3

An enviroment that encourages participation

- Respect for everyone
- A clear and consistent process in which everyone gets thier chance to speak
- Everyones ideas being listened to and their contribution acknowledged
- Give attention equally
- Create a relaxed atmosphere - no rushing
- No competition or rivalry
- Allow feelings to be explored in an effective way
- A place where people feel they are valued

Using Small groups

- Small groups are useful for:
  - Exploring a topic in detail
  - Exercises and teamworking
  - Planning
  - Evaluating a range of options
  - Dealing with a range of issues at the same time
  - Encouraging everyone to contribute

Pair Working

- **Advantages**
  - Some people find it best to think out loud — Extroverts
  - No-one is put on the spot -idea came from the pair
  - Gives a wide rnage of considered ideas
  - Allows difficult things to be said
  - No one hogs the air time
- **Disadvantages**
  - Difficult in small groups
  - Getting stuck with a partner that you can't get on with
  - Get disctracted from addressing the question
  - Prefer to think silently and alone — Introverts
- Principles of Pair Working
  - Don't arrange pairs especially - just as people are sitting
  - Have a threesome if there is an odd number
  - Always make sure they have a clear open question to discuss -no 'buzz' groups
  - Judge the time when people have written down at least 3/4 answers
  - Suggest that answers should be written down

Recording ideas

- Write up ideas on a flipchart if possible so every can see
- Use Post It Notes to allow easy grouping and sorting of ideas
- Always write up exactly what people say or get them to shorten of too long
- Don't comment on any ideas -thank people
- Take turns - one idea per pair