

Notes AVP Role Play Training held in Glasgow February 3 2018

Participants: Mary Kennedy, Mary Finnen, Stephanie, Carole, Judy Evans, Bob Dixon, Paul Joan Neary

Facilitators: Euan McIntyre and Mark Bitel

Agenda Session 1

Welcome and introductions
Agenda Review
Housekeeping
Gathering

Why do we do role play?

The Dos and Don'ts of Role Play
Gathering role play scenarios
L and L

Break

How do you select a role play?
Setting up, Managing, Processing, De-roleing
Get the teams organised

Lunch

Agenda Session 2
Plan role plays
Carry out role plays
Feedback, self reflection of role play participants, other participants and trainers

Evaluation
Closing

Why do we do role plays in AVP?

- Change the record
- Gives different perspective
- See different answers/solutions
- Create real life emotional content/brings it to life
- Practice and rehearse situations
- Out of head – into heart – into gut – take the lift down from the head
- Alternatives
- Demonstrates that AVP can work
- Develop different/new strategies
- Empathy

- Witness
- Chance to become a different person

Dos and Don'ts of Role Play

Dos	Don'ts
Freeze when you think things are getting out of hand	Accept things which are not acceptable
Keep control of the whole situation throughout	Don't let the person play themselves
Use your judgment about how much information you put in	Don't tell them how they will react
Make it fun	Don't be muddled
Trust who volunteers	Don't over analyse
Use an exercise before which allows participants to practice role play e.g. hassle lines, mini role play, power triangle	Don't overload the description/don't underbuild the characters
See the role play through	Don't rush to force people into roles or to fill roles facilitators should not normally take roles unless there are no other volunteers.
Link what happened in the role play to TP (power to change)	Don't be afraid of scenarios – adapt
Trust the process	Don't start the role play unless you have the time
Do light and lively or break before going into the role play	Don't forget to de-role
	If no resolution don't drag it out
	If someone use sexist/racist terms it may not be appropriate to challenge at that specific moment. But don't accept labels you don't feel comfortable with.

We are in the business of managing conflict not conflict resolution

Selecting Role Plays

When gathering role plays write 1 – 7 down the side of the board elicit suggestions from the whole group. It may be like pulling teeth, give it time. Write headings/themes, no need for too much information; too much script at this point may be problematic. It may be possible to weave different themes into the chosen role play.

Choose format of the role play for the scenario.

Setting up the Role Play by person managing that section of the role play. 4 parts to the role play, share management of the role play between two facilitators.

1. Decide what format

How many characters? - 2 boxing ring or whole group. Role of the coach to make suggestions

3 or more whole group

2. Build characters

- Invite volunteer for main character
- If no one comes forward, be patient, keep at it, resist pressure to jump in. Sit in chair, name, ask where to put label or give them the label to put on themselves.
- Label. Stand to the side of the person in the role; ask if you can put your hand lightly on their shoulder when reinforcing who they are.
- Involve whole group in developing character, name, age, family situation, work etc. Repeat Scenario many times while developing the characters
- Next character

Managing the Role Play – by person managing that section of the role play. This section of the role play requires the most management and control.

- Keep it safe
- Remind them of the purpose of the role play – to practice some of the things they have learnt
- No physical contact
- Role of freeze – if getting heated or too much for the participants
- If you notice something happening help the facilitator managing the role play. It is good practice for the team to discuss at the team building before the start of the workshop how to support each other during the workshop. *
- When you call a freeze ask participants to hold the freeze while you process what is happening with the actors.
- Your judgment on how long it should go on for
 - Let it come to a natural end
 - Keep an eye on the clock
- Boxing Ring – facilitator decides when they should go to back to their corners and when to start the second or third rounds. Third rounds aren't usually necessary.
- Don't be afraid if it does not come to a resolution.
- Let your inner control freak shine
- Need to be alive to every nuance
- (When preparing plan interventions by those not leading role play that is sort it out before the role play.)*

Processing the Role Play

- Leave ample time for it
- Need to be really tuned into what was said, how it was said, key moments,
- Key, learning from the role play
- No point doing role play unless you process
- Ask questions of one character at a time, speak to each character separately from the side so that the audience can see and hear you both
- No set questions – need to use your instinct from your observations and feelings about what's happened. Say some of what you have observed, how did you feel it went? How did it go? What happened when xx was said? How did you feel when?? Said or happened??
- If no resolution ask what could have been different
- Pick up body language
- Invite audience to ask questions once you have asked 2 – 3 questions
- Proceed to next character

De- Roleing

- De-role first character.

Ask name, some questions about who they are, how they are feeling. It can take a while to de-role so watch out for people who are still in role after the exercise ends, be prepared to de-role them again. It took me a while to de-role though I did not see that at the time, so do it slowly

Ask what they are feeling.

- Leave name on chair until the role play is totally finished
- Keep to the same format with every character
- Once de-roled ask them if there is anything they'd like to say to character they have just played

I suggest we should elicit any examples of Transforming Power / Turning Points that happened during the role-play and look at where they came from. Look for AVP tools being used. People may not be aware that they are already using these. Spending time to do this helps to embed the learning.

Evaluation

What went well	Suggestions for future
Snacks and coffee	A bit rushed – one more hour
Reminder of how difficult it can be to be in a role play	A visual practice of good role play/demonstration of good role plays
Opportunity to meet with other facilitators	
Well structured and there was positive and realistic feedback	
Well worth the long travel	
Well done Scotland, this is the only	

place where this training is happening currently	
Confidence boost	
Enjoyable	
Answered queries	
Got to practice in a safe environment	

Key Learning

Keep the purpose in mind to the fore. Relate what has happened or not happened to TP. Be really focused about the processing.

Notes

Mary Kennedy and Joan Neary

February 2018