

MTEI Video Investigation Conversation

June 2016 Session 4

Oren

Assignment Questions

1. Whom did you invite to this rehearsal and why?

I invited colleagues from my office to do this rehearsal for a few reasons.

- a. Convenience was a factor. Finding time that works for multiple teams members and then physically convening the group is challenging. Moving forward it is clear to me that component like any other component of training must be an integral part of the training schedule or weekly/monthly routine. The assignments we have had so far have been an add-on to the work place and have been more difficult than I imagined to coordinate.
- b. Comfort was a factor. I know these individuals well and I knew 'experimenting' on them would be fun and meaningful.
- c. Diversity was a factor. This round I made sure there were educators, managers and administrative staff some married with teens or toddlers, some without kids some engaged and some dating, male and female, and diverse gender in the mix. I was curious to facilitate a conversation for more diverse group and even more curious to hear the conversation amongst a mixed group.
- d. Repeat was a factor. I asked one person from the first time to join again. This was simply for me to have some feedback from them on the second time session.

2. Describe what you actually did-did you modify this plan or follow it pretty closely?

I followed the outline more closely this time. The process unfolded like this:

- a. I actually began with a personal in person outreach/request and short explanation to each individual.
- b. Then I sent a collective invite to all with a short outline of the plan.
- c. I took 20 minutes to set up before hand- projector, seating, pens, paper, SNACKS, etc.
- d. When all were present I introduced the activity and purpose again and specifically a bit a background on the film. They had questions about the scene even before we started and I did not have answers.
- e. I gave clear instructions to write what they notice of teacher and or students on separate papers and we watched the full 15 minutes of the video (last time participants felt the clip was short to get a taste of the learning).
- f. In the first phase, we shared each note in no particular order. As they were stated, I wrote the note and the name of the person who shared on a public whiteboard.
- g. Here I veered from the original plan and had them read the worksheet to get an idea of the difference. We read through the entire list as a group

- and debated if it was descriptive, evaluative or interpretive. This part was interesting and better supported the next phase.
- h. Then we returned to our notes and began the same debate adding the part of reframing into descriptive statements. This was challenging and fun for the group and all took part in the process regardless of whose original note we were debating.
 - i. At the end, we did a round robin of sharing what are some takeaways from this experience.
 - j. I closed the activity with thank you, and a hope for our workplace and other environment and relationships we all are a part of.

3. Did you use the scripted pieces that we provided?

I mostly used scripted text. I did reframe the actual instruction before the screening and looking back I prefer the framing provided in the script over my choice of words.

4. What other prompts did you come up with?

The additional parts that proved helpful include the worksheet from session 2. It helped by taking us away from our own personal statements (attachment) and learnt and debate the difference generic statements that did not belong to anyone. Also, I introduced the grid from session 3 depicting the time/ description/ curiosity. This was valuable to all because it provided an outlet for personal direction (questions for me) while remaining descriptive in the finding.

5. What did you learn from doing this?

- a. I think clarity of instruction is critical. Having something scripted the first few times you facilitate is better even if it feels awkward.
- b. Also, it's clear to me that more time and more props/tables / tools for learning helps the participant 'dig in' and own the learning/skill.
- c. Finally, I reread my notes from last time and decided to lay low with 'punch line' messaging and let stuff emerge from the participants' voices. At very specific times I spelled out where the next step is going but the overall bottom line I refrained from sharing and then....in the closing reflections someone stated it with such clarity and conviction and as a matter of understanding the unfolding of the activity not as a cliche or the expected answer.

6. Were there parts of this that felt especially unnatural or difficult?

Overall, this round flowed more natural and confident. All participants were physically present so that took away some of the noted difficulties from the previous session. I always seem to feel unnatural as the video progresses and we keep watching. It is kind of like a bad movie that you feel obligated to comment/joke on. I guess this is part of withholding judgment and every random comment that ran through my head. I am reminded of comedian Mike Birbiglia in his return of how ideas enter his head and there is no filter to hold them back.

7. Were there parts of this that felt particularly easy or familiar?

Yes. This time the entire activity felt familiar and well owned. I spoke less and facilitated more of the comments participants had for each other. I was able to better probe and push participants to get at the descriptive statement. Most of all because I better understood the 'place we are headed' (inquiry for growth) I think I better presented this stage of the process (descriptive observations).

8. What do you think it will be like to do this with a larger group?

I share some of the previous feelings/ concerns regarding a large group and more and more I am concerned with the ongoing arrangement of this component in our training seminars and regular schedule. In a larger group setting I would most certainly decide on which parts of the activity are personal, which would be in pairs or small groups and which need processing as a whole (similar to our experience at MTEI).

9. Other thoughts?

At this point in time, I am most concerned about the cultural shift that is needed in the organization and not sure how exactly to go about it. That is the big picture shift, then there are the details of how and when to fit observations and conversations into the annual schedule. My plan will have to be focusing on expanding the existing opportunities and being rather conservative and deliver rather than be over ambitious and fall short on delivery.