

Engagement RAP – Technical Sheet



The 5 Green Lights Method

The RAP (Relational Organizing Conversation) is structured around **five “green lights”** that guide a conversation toward engagement.

It uses:

- **One closed question to open**
- **Three open questions to build momentum**
- **One closed question to close with commitment**

Each green light must be obtained **in order**. Skipping steps weakens energy, clarity, and motivation. Mastering the sequence provides a solid foundation before adapting the method.

A mnemonic often used:

A targeted anger (1), a responsible person (2), a collective (3) that can act (4), let's go (5) into action (6).

Step 0. Opening the Conversation

Before starting, obtain permission for a meaningful conversation, ideally in a calm, seated environment.

The principle of RAP is:

“Let’s discuss how we could come together to change this.”

Start by getting the person to talk about something that affects them, not about you or your organization.

Example opening:

“Many people in the [X community: neighbors, employees...] feel that [problem X] or [problem Y] is unacceptable. Some want to come together to change things, and I’m helping them. What unfair or abnormal situations have you noticed that should change?”

Step 1 – Identifying Injustices and Anger



Once inside, the real conversation begins.

Definition of anger:

In psychology, anger is a secondary emotion caused by frustration, unmet needs, or perceived injustice. It is the **energy for change**.

The organizer must:

- Create a safe space
- Identify the anger
- Legitimize the anger

Key open questions:

- “What unfair or abnormal things have you noticed that should change?”
- “Some people talk about X, others about Y. What is most important for you?”
- “If we could change one thing to improve life for [community X], what would it be?”

Refining questions:

- “Does this happen elsewhere / is this what the rules say?” → Qualify the issue as an injustice
- “What would need to change to improve the situation?” → Visualize possible solutions

✓ **Green Light #1:** The problem is clearly named and recognized as an injustice.

Step 2 – Identifying the Responsible Person (Polarization)



To overcome powerlessness, identify **who has the power to change the situation**.
The target is **always a person, never an institution**.

Make visible:

- Who is responsible
- Why they are not affected by the issue (privilege)
- The conflicting interests

Key open question:

- “Who is responsible for this? Who can make the decision to change it?”

Refining questions:

- “Why are they doing nothing?”
- “Where are they?”

✓ **Green Light #2:** A specific person is identified as holding decision-making power.

Step 3 – Seeing the Collective



To overcome powerlessness, the person must realize **others share the same anger**.

Key open question:

- “Who else is concerned by this? Who else would benefit if this improved?”

Refining questions:

- “Roughly how many people is that?”
- “Where are they?”

✓ **Green Light #3:** A group of concerned people is clearly envisioned.

Step 4 – Imagining Collective Actions



Now that:

1. The problem is named
2. The responsible person is identified
3. The collective is visible

Ask:

“What could we do if we came together?”

If needed, repeat and reframe:

“If all the people in [community X] who want [problem X] to change acted together, what could we do to put pressure on [Responsible X]?”

Then help them project into the action:

- How many people would go?
- What would we do there?
- For how long?
- Should we call the press?
- Who could support us?

This is **popular education**: people think through their own actions.

Green Light #4: A concrete collective action is imagined.

Step 5 – Getting Commitment (Closed Question)



This is the only closed question. It concludes the one-on-one conversation.

“Would you agree to join others and commit to the union/organization?”

Two types of commitment:

- **Physical involvement** (mobilizing others, petitions, meetings)
- **Membership** (moral + financial commitment)

The 4 sub-steps

1) Transition

Link the imagined action to the organization’s purpose.

II) Explanation

Explain how the union/organization works:

- Collective strength
- Membership list
- Financial independence through dues (e.g., €5/month)
- Concrete means for action (lawyers, materials, support)

III) The Three Yeses

1. Yes to taking action
2. Yes to the principle of a union/collective structure
3. Yes to becoming a member

IV) Filling the membership form and collecting dues

- ✓ **Green Light #5:** The person joins.

Step 6 – Moving into Action Mise en mouvement



Immediately give the person a **first responsibility**.

“To start, we need to be as many as possible. Who could you talk to about this?”

Push for specifics:

- Names
- Numbers
- Dates

Offer concrete tasks:

- Organize a small meeting
- Knock on doors
- Collect signatures
- Gather documents

Always assign:

- A precise task
- A deadline
- The necessary tools

Final question:

“When will you be able to do this?”

Conclusion

If multiple tasks are agreed:

- Recap clearly
- Set follow-up time
- End with enthusiasm and encouragement

“Great. What we can achieve together is really exciting. Let’s talk again on [day] at [time], and you’ll tell me how it went with [task]. See you very soon!”