

Frying Pan & Fishbowl

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(Revised: 11. November 2013 by Nicola Neumann-Mangoldt)

FORMAT:

Whole group processes
Duration: 1,5 hours

PURPOSE:

To have a vulnerable conversation and or decision finding.

SETUP:

Two circles, one inner and one outer circle.

INTRO / BACKGROUND:

INSTRUCTIONS / PROCEDURE:

5 to 6 people sit in the inner circle.
Rest of the team sits in the outer circle.
Only people in the inner circle talk.
People in the outer circle stay silent and keep their gremlins on a short chain.

Fish Bowl:

- People in the inner circle stay the same. People cannot go in or out of the inner circle.
- People in the outer circle hold space for inner circle. No laughing or talking in the outer circle, no matter what happens in the inner circle.
- People in the outer circle make it safe for the people in the inner circle to be vulnerable and to have a vulnerable conversation.
- One person in the inner circle starts e. g. by saying something like *I don't know how to start this conversation and at the same time we all know how to do it. I have made life changing decisions without the mind. And whenever I used my mind, it just used up my energy...*

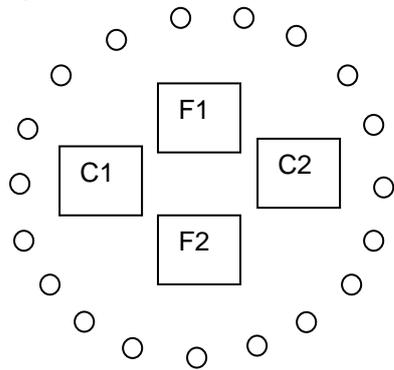
Frying Pan:

Frying Pan is a powerful process you can do in organizations, families or communities. The focus is on navigating towards community, not necessarily towards personal feelings process.

In the middle of the circle are 4 chairs. On two of the chairs sit the facilitators of the process facing each other. The other two chair will be occupied by clients. There are different possibilities of who is coming into the middle as clients:

1. One person comes in and calls in a second person she would like to talk to. In that case the person who chooses to come in first, starts the communication.
2. A person from the outside circle names two people who should go inside and have a conversation.
3. When 2 clients are already sitting inside and one or several other participants have the impulse to also join in the middle, this is also possible.

Setup:



F1 + F2 = Facilitators of the process
C1 + C2 = Clients

DEBRIEF: