

Role Exchange

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FORMAT:

Single process on stage or dyads in the room.
Duration: 60 to 120 minutes. Variable.

PURPOSE:

For partners / colleagues / boss-employee to better understand each other.

SETUP:

Can be done on stage or with the whole group in pairs.

INTRO / BACKGROUND:

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INSTRUCTIONS / PROCEDURE:

It can be helpful if at the beginning a particular issue / incident / story is brought to the forefront. This trigger is a golden key and once the incident is present in the space, have the two people change personalities / boxes.

It is important for the coach to slow down exchanges so the context out of which each word is spoken (the purpose, intention, payoff, etc.) can be fully experienced.

Try to have each person stay in the character of the other for the whole time and not switch back and forth between their realizations and remarks. The four body experience will establish an extremely new level of understanding between the people, seeing themselves from the other's eyes.

DEBRIEF: