DRAWING PEOPLE OUT

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Timet names have the analyses

MIRRORING

WHY

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- Mirroring is a highly structured, formal version of paraphrasing, in which
- If the speaker has said a single sentence, repeat it back verbatim.



WHY

• Stacking is a procedure for helping people take turns asyveral people want to

• Stacking is a four-step procedure. First, the facilitator asks those who want to speak to raise their

TRACKING

WHY

HOW

- Tracking means keeping track of the various lines of thought that are going on simultaneously within a
- Tracking is a four-step process. First, the facilitator indicates that s/he is going to step back and summarize the discussion

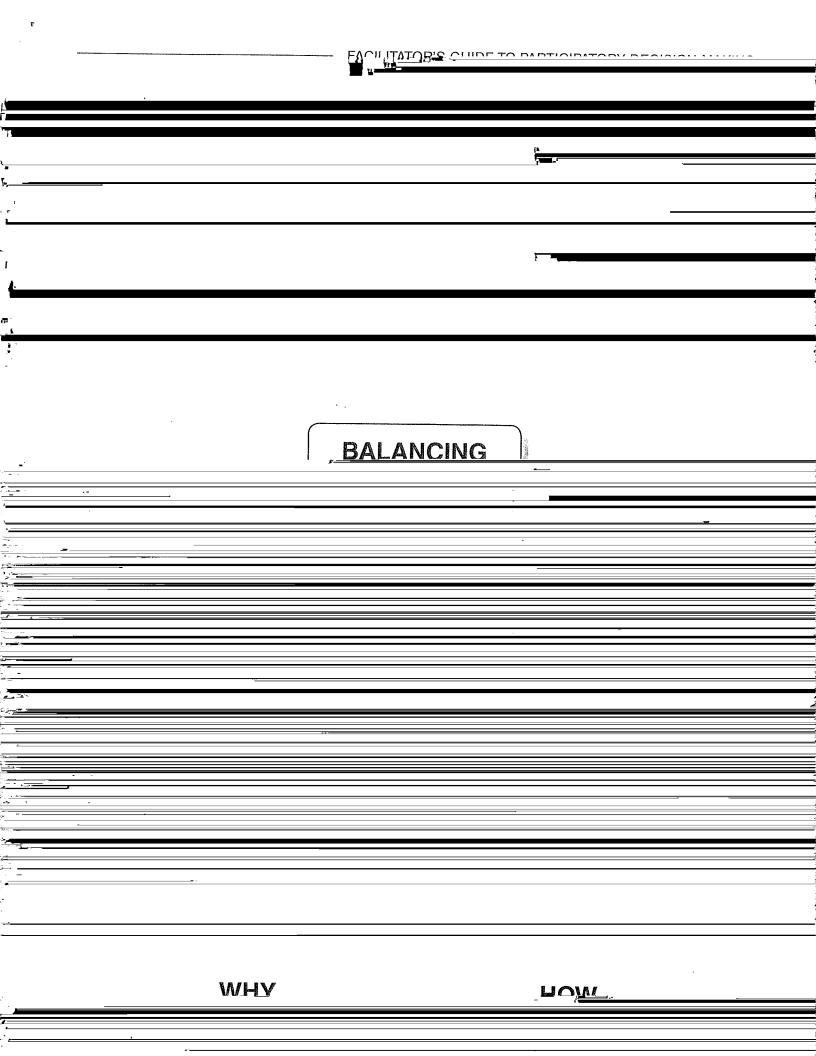
ENCOURAGING

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 Encouraging is the art of creating an opening for people to participate

 Here are some examples of the use of encouraging during a discussion.



HELPING PEOPLE LISTEN TO EACH OTHER

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ACKNOWLEDGING FEELINGS

VALIDATING

• Validating is the skill that
• Validating has three steps. First,

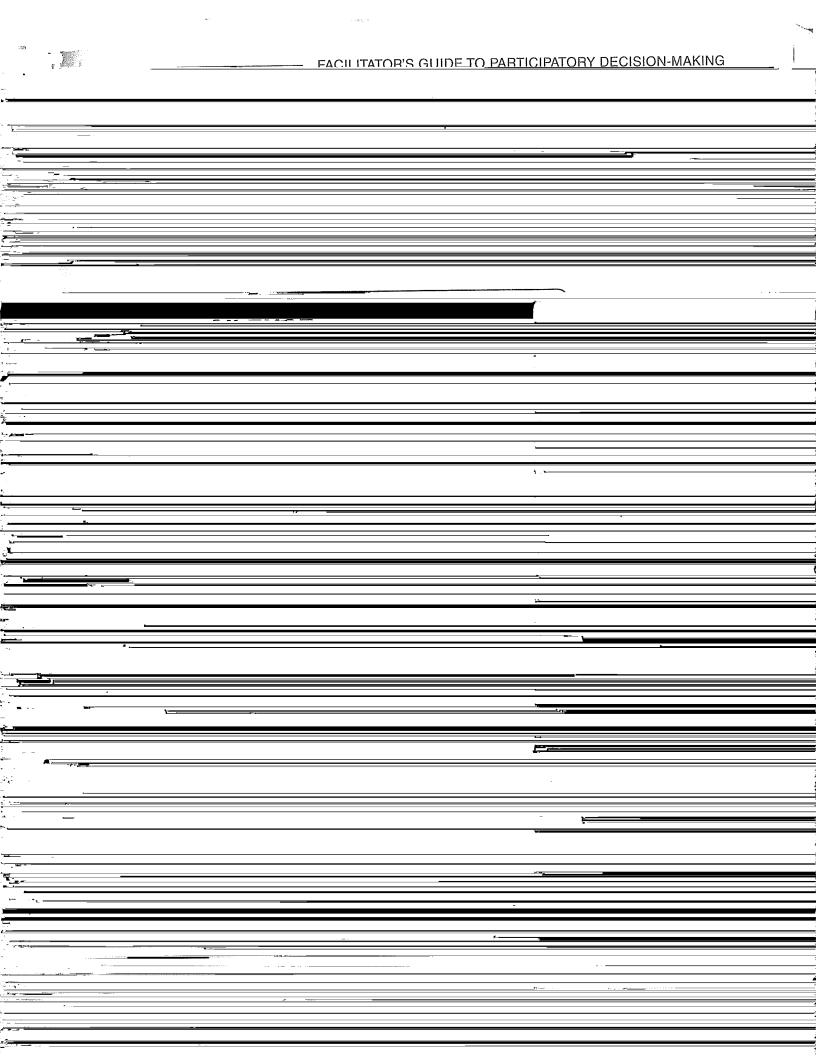
EMPATHIZING

WHY

 Empathizing is commonly defined as the ability to understand and share the feelings of another.

HOW

- *Empathizing* can be performed using different techniques.
- The most basic technique is to name what you think a person is experiencing. For example "I



CILITATOR'S GUIDE TO PARTICIPATORY DECIS		
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WHY	LIONA	
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• Linking is a listening skill that	• Linking is a four-step process.	
mivites a speaker to explain	First, paraphrase the statement.	·
	WHY * Linking is a listening skill that invites a speaker to explain	WHY





a powerful intervention when tou	
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	ning for common ground is a -step process. First, indicate you are going to summarize
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