INTERESTS-INFLUENCE EXERCISE:
SL10 GUIDELINES

EXERCISE - OVERVIEW

• This activity will allow you and your squad mates to identify and discuss points of “conflict” within the squad and differences of positions and interests that were part of your journey together since the kickoff meeting.

• The activity has 4 parts (see LeadLabs Website Squad Meeting / Segment Two for more details): Self-reflection and silent placement, two rounds of sharing and debriefing.

Part I-Self Reflection and Silent Placement
Each member reviews their responses to pre-work and then silently place themselves along this five-point scale (as per the assignment in the Required Prep page):

How effective am I in communicating my interests in the group?

1. Almost Never - I either don't communicate at all, or I do so in a way that doesn't seem to be heard or responded to by others.

2. Sometimes Effective - I often either do not express my interests or when I do, they are not heard or responded to by others.

3. Effective - About half the time I am successful in communicating my interests in a way that others seem to hear and respond to.

4. Often Effective - I often express my interests and they are heard and responded to by others.

5. Extremely Effective - My interests are almost always heard and responded to.

Part II- First Round of Sharing
Everyone shares in turn. Other members hold comments/discussion until everyone has spoken.

1. Why did you place yourself where you did?

2. Share one example from your pre-work

3. What were your positions & interests? Did you communicate them? Why or why not?
Part III - Second Round of sharing

Everyone shares in Turn:
1. Who in the squad makes you feel heard? What behaviors do they use to accomplish this?
2. Who do you see helping other members surfacing positions/interests/assumptions within the squad? What behaviors do they use?

Part IV - Debrief & Feedback

Debrief
1. When you think about how our squad communicates and resolves conflict, what is working well? what isn't working?
2. Share one takeaway from the session; what do I want to start, stop or continue doing in conflict situations.

Feedback to SL10

YOUR RESPONSIBILITIES
- You are responsible to ensure that members will come prepared for the activity, create a safe environment that will encourage your squad mates to be honest with each other, facilitate a meaningful discussion and manage the time. You are also going to participate in each part of the activity.

BEFORE YOUR SEGMENT LEADER PREP SESSION
- Complete all Segment Two assignments on the Required Prep page for this Lab in Leadlabs website.
- Review the Segment Two tab. Note any questions that you have about the Interests-Influence activity.

ADDITIONAL TIPS ABOUT THE INTERESTS-INFLUENCE ACTIVITY
- To prepare for Self Placement (Part I of the activity), organize the squad room to have 5 physical points to represent each level of the 5 points of the scale. During Part I, each squad member physically places themselves on the scale, and remains there during Part II, when they share how and why they placed themselves where they did.
- If the room is too small to physically place students on the 5 point scale, this process can be represented on a white board. Draw the numbers 1-5 on the white board and have members write their names under the number that best represents their level of effectiveness in communicating their interests.
- The two rounds of sharing (Parts II and III) generate data for the squad discussion. Therefore, encourage every squad members to share concrete examples, and their positions and interests in the examples. If squad members skip this step, facilitate deeper answers by inquiring and probing.
• During the group debriefing it will be important to note if some members feel unresolved. If that is the case, you may want to raise it to the squad to decide how they would like to continue processing the activity, as well as move to new norms setting.

PERSONAL LEARNING GOALS

How might you address your own learning goals while leading your squad through this segment?