

Exercise on how to deal with an outburst of reactivity from a person/ receiver during a mediation : SET! and regulate...

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As a facilitator, during mediation an outbreak of physical or threatening body language may occur. For example, in Nairobi, I was giving “communication workshops” in a resource center for single women in Nairobi Kenya. I had been invited by the founder a French lady who told me “there are some communication difficulties in the center”...

After 2 sessions I requested from founder to do a mediation inviting women to open up, because there was a secret conflict going on. It took me a lot of time to convince bring the founder in the circle. And then during mediation, the administrative director, a man was accused of sexual harassment from women for the past 3 years. Feeling trapped he became suddenly physically threatening.

How would you deal with that? Saying “Shut up?”(not “open your mouth like a dentist”?)

I invite you through an exercise to experience being this safe container . It’s inspired from NVC (Non Violent Communication certified trainer too) and my experience of containing fears physically as a dentist and I call it “ SET and regulate”:

STOP- ENERGY- TRANSLATE-REGULATE: S.E.T. and regulate...

Here how it goes: show on couple demo, me being mediator

- person A says

- person B says

- mediator: Stop: eye contact+ stand in front of the person and grounded= Stop: You use “ protective use of force” making the space safe for both

Energy mirror with same high level energy as speaker ”You say she is a liar and that she will pay for that”(keeping eye contact)= You join the person in the level of energy the person is. And only when you get the sense the person is feeling heard (=has not to shout any more to feel heard)

Translate into feelings and needs with same energy level into feelings and need “you feel really angry and you want respect!”

.... And Regulate: sit down and repeat the same in a peaceful tone ”so you feel angry and you want respect”(eventually gentle touch on arm)= you modelize emotional regulation and how to get back to the common space

Instructions:

- Give a color to each person (draw a dot with a colored marker on their hands for example: color 1, color 2, no color).
- Make each person from different color to gather together by 3.
- Ask them to play Person A, Person B, Mediator and say which color plays which role
 - o Person A says something to person B that is bothering him with an emotional content (For example: “I heard you talk to a woman!”)
 - o Person B Interrupts person A and stands shouting+ pointing: “You liar! I do what I want!”
 - o Mediator interrupts person B: “STOP” using also body language (standing up)
 - o Mediator reflects person B shouting: “You are saying she is a liar! You do what you want!”
 - o Mediator mimics feelings with same energy as person B and get visual contact “You are angry!””You want freedom and trust!”
 - o Mediators stops and checks shift of energy in person B

- Mediator sits down and invite person B to do so, and in lower tone+ touch? And repeats” So you are angry” and guesses needs: “Because you are longing for freedom and trust?”
- Rotate roles indicating which color does what

Debrief: How was it ?(2-3 Feedbacks)

Stop= protective use of force

Energy= you reach the person where they are so they do not have to shout or be violent anymore not to be alone

Translate= NVC reaching the person on level of needs is powerful (gut feeling)

Conclusion:

- you stop the circle of fears, safe container, no leaking
- minimizers, people fearing anger and violence modelize on you
- maximizers, people who don't know how to cool down whenbeing triggered or tragically being violent when looking for connection, suddenly feel relieved, maybe first time in life
- alpha figures are very impressed by your ability to reach them so they don't feel alone anymore: it was the case of Marshall Rosenberg when he started translating feelings and needs with gang members. The gang leader was so impressed he told him: “tell me how you did that thing”, first it was because he didn't want to loose his power as a leader, and then it was because he saw the transformative power on him and became a peacebuilder with him.