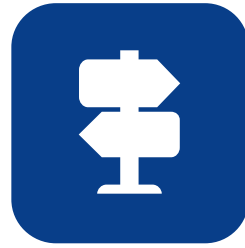




### Sub-Groups

Read scenario aloud. Break fellow participants into pairs, trios, or small groups to discuss the challenge. They can share real world strategies, offer new ideas, and provide support. At the end of the activity, invite the sub-groups to share their ideas with the larger group.



### Cross-Questioning

Read scenario aloud. Direct this question to another fellow participant to learn how they would handle the challenge. Ask them to elaborate and provide an example. Continue to cross-question fellow participants to generate ideas before discussing next steps.



### Carousel

Read scenario aloud. Arrange fellow participants into two lines or concentric circles, like a carousel, so they can discuss this challenge within the scenario with each participant. At the end of the activity, summarize key themes.



### Ping-Pong

Read scenario aloud. Lead a brainstorming session with your group of fellow participants to allow every participant to share real world strategies, offer new ideas, and provide support.



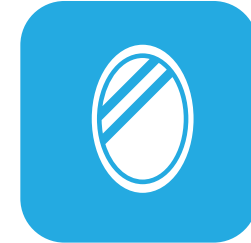
### Open-Ended Questioning

Read the scenario aloud. Find out more about the challenge by asking fellow participants open-ended questions that do not have a simple yes or no answer. Ask who, what, where, when, and how questions. Ask for more information by saying "Tell me more about..." or "Help me understand..." By keeping the participants talking, you clarify the challenge, invite collaboration, and help participants discover their own solutions to the challenge.



### Affirmations

Ask a fellow participant to read the scenario. Affirm the participant's strengths, validate the challenge, and appreciate any efforts to change. Be honest, direct, and supportive. Examples may be "I appreciate your honesty in sharing this," "I can see that this is important to you," or "Sounds like this is really challenging." You can also affirm their plans to take on the challenge.



### Reflection

After reading the scenario, state in your own words what you heard. You can use this technique to check your understanding, provide encouragement for fellow participants to share their thoughts, or identify key issues in the scenario. By hearing the challenge reflected back, other participants can consider how to move forward. You can also reinforce a motivation to change.



### Emotional Attention

After reading the scenario, listen for the emotional state behind the participant's challenge within the scenario. Identify the feeling and the level of intensity. This can be combined with reflection, affirmation, and open-ended questions you ask your fellow group of participants.