



PARTNERS FOR YOUTH  
EMPOWERMENT

*Live Forum - November 15, 2018*

# BALANCING INTROVERSION AND EXTROVERSION IN GROUP DYNAMICS

## WELCOME

### NADIA CHANEY

Dear 3rd Thursday Assemblers! Welcome back, or, if it's your first time WELCOME! This is an exciting format we have been developing where people contribute and discuss a niche aspect of group facilitation.

Below you will find: A Check-in Question (please answer!); Goals and Agreements for today's session (hit "like" to agree to uphold these agreements during the session); 3 discussion questions and 4 case studies (posted approximately every ten minutes; answer in any order). The case studies generally come from my own facilitation experience (though I sometimes change the details to fit the questions). If you have your own case studies you'd like to use, please feel free to contact me during the month.

I will be facilitating this experience for 90 minutes. There will be a pdf transcript posted on the [www.pyeglobal.org](http://www.pyeglobal.org) website, as well as the files of this facebook page, in a short while. These transcripts are so great we're thinking of making a book out of them!

This month we are discussing BALANCING INTROVERSION AND  
EXTROVERSION IN GROUP DYNAMICS

The question of what IS an introvert and an extrovert is complex and somewhat debated. For today, we will consider that introverts gain energy from being quieter, in smaller groups or alone, and extraverts gain energy from being with others, in larger groups, and being expressive. However, this does not mean that introverts do not enjoy performing, or that extroverts do not enjoy quiet reflection. It's just that there are certain modes of group dynamics that different people will find taxing or draining in different ways. Further, we will consider



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that most people seem to have characteristics of both extroversion and introversion in different situations.

Our big question today is HOW DO WE BALANCE THESE DIFFERENT NEEDS IN A GROUP PROCESS, BOTH IN TERMS OF DESIGN AND DELIVERY?

**Voula Samara** Hi Nadia! Hi everybody! First time I am participating. Are we waiting for the check in question?

**Nadia Chaney** Hi Voula! The check in Question is below. I'll tag you it it...

**Kim Russell** Ooo, this is cool. Hello Nadia and hi to the rest of you!

**Kim Russell** Where do we find the check in question?

**Nadia Chaney** look below for all the questions and case studies. I'll tag you in the check in

**Kim Russell** I'll go look at the transcripts later. 😊

**Gloria J. Williams** Lol... I've been looking for the 4th discussion question. Then I go look to see your instructions and there are only 3!

## CHECK-IN

### NADIA CHANEY

Check-in Question for Nov 15, 2018: Describe an activity or environment that makes you feel energized, refreshed and joyful

**Natasha Duchene** Partner dancing / contact improv in consensual, intentional spaces where I am able to connect in quiet, subtle,



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non-verbal ways, as well as express myself in bigger ways when the mood strikes.

**Nadia Chaney** Hello dear Natasha! So glad you're here. Sorry I missed you on your tip to MTL...any chance you're still in town??

**Natasha Duchene** Nadia Chaney I'm in Kingston now, meeting up with Barb in a little bit! Sad to miss you too, but I'll be back <3

**Nadia Chaney** Natasha Duchene Ah! Big hug to Barb, pls!

**Maddy Macnab** I agree with Natasha about non-verbal movement/expression/engagement! Also, other kinds of low-stakes "play" with others-- music. Collaborative drawing.

**Nadia Chaney** Hi Maddy! Welcome!

**Natasha Duchene** ooh yes! I was thinking about music too.

**Reid Kuennen** Good morning/afternoon/evening! One thing I REALLY love to do is ride a bike in a town I don't live in. I love to wonder would it would be like to live there and even kinda pretend like I do. I especially love biking by/over water!

**Nadia Chaney** Hi Reid!!!

**Reid Kuennen** Hi friend!! I'm in East Vancouver this morning. Sadly, bikeless. Glad to be here!

**Nadia Chaney** Reid what a wonderful place to be. One of my favorites

**Nadia Chaney** Hi Voula Samara! This is the check in question thread

**Voula Samara** Thanks Nadia! Ok, that would be stepping out of my house, riding my bicycle in nature and if possible in terms of weather conditions, end up swimming in the sea! Another



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activity that I just tried 2 weeks ago was singing lessons in the park!!!

**Nadia Chaney** so great to see you here Voula!!

**Floriane Lin** Reading a good book in a comfortable, quiet space with tea or hot chocolate :) (I will let you guess if I'm more of an introvert or extrovert haha)

**Nadia Chaney** haha! love it! welcome Floriane!

**Aida Gadallah** reading a book taking me in a new spiritual or mindful journey , spending time with a friend in an open natural place , traveling to a new place

**Nadia Chaney** Aida!! Hi!! How lovely to see you here!

**Laura Severinac** Hi! This is my very first third thursday! Woot! On Tuesday I went for a long walk in the woods with my dog on a new trail we've both never seen. Snow was lightly falling and he was delighted and I was delighted to see him delighted and I was breathing deep breaths of happy.

**Nadia Chaney** Oh my goodness! Laura! Very cool to have you join us here! Woot!

**Laura Severinac** Nadia Chaney SO AWESOME TO BE HERE!

**Pyrovetsi Antigoni** Hi everyone! This is my very first Thursday too! Glad to be riding on the same "train" with all of you! I guess for me travelling and meeting new people from of different cultures is what I really find refreshing!

**Nadia Chaney** Antigoni!! Hi! Great to have you with us!

**Maria Saridaki** Hello lovely people 😊! I guess for me is dancing in the dark & walking until I get lost. A big hug to all



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**Nadia Chaney** Hugs, Maria! Wonderful to have you here!

**Sezin İlbasmış Dindaroğlu** Body and voice or ritim activities :) no words basically, and if it will be outdoor that could be great :)

**Nadia Chaney** Sezin Hi!! We haven't seen you in a while! Welcome!

**Sezin İlbasmış Dindaroğlu** Nadia Chaney thanks :) I had been reading next day mostly:)

**Nadia Chaney** Hi Kim Russell!

**Kim Russell** I'm here! Hello my friend.

**Kim Russell** Playing ukulele. Going for a walk.

**Kim Russell** What happens now? Is there a chat happening somewhere that I'm not following?

**Natasha Duchene** Hey there! There was a discussion earlier but people are still chiming in. Just scroll down and you'll find it :)

**Gloria J. Williams** I'm energized by a quiet rainy day and a book, a meal with a few friends as well as a meet and greet in a larger group — as long as the larger group discusses things of substance

**Xoli Fuyani** Currently... It's holding space and witnessing ppl excessing their body wisdom and expressing that in movement... In my weekly 5Rhythms dance class. So much joy 🥰

**Kathy Butt-Ellwand** Hello everyone! Singing, dancing and walking in nature 🌳

**Kathy Butt-Ellwand** Wait...it's actually Friday now....hmmm I am a little late to join 3rd Thursday live! Will read the transcript x

**Vicki-Ann Ware** Playing my cello

## GOALS AND AGREEMENTS

### NADIA CHANEY

Goals and Agreements for this session on Nov 15 2018

1) To deepen our ability to create inclusive group sessions

When we work towards the most inclusive programming we can possibly create all participants can share their unique gifts and strengths to create empathy and synergy that uplifts the whole group.

2) To understand how to design and deliver a program for a group with mixed needs and preferences

Imagine designing programs that left everyone totally energized and delighted every time! Ha ha, just kidding. But seriously, when we can design with consideration for different needs and preferences we can build a more flexible, resilient group field. When some folks are exhausted and others aren't, it's difficult to stay connected.

3) To learn how to work with instructions in a way that give people multiple entry points

Giving instructions is an art that we looked at a few sessions ago. Today will be even more specific. When we can give instructions that are open, considerate and adjustable we can include more people in a way that helps them shine.

4) To think about space and set up in a way that considers introverts and extroverts

Sometimes the plan and the delivery are thoughtful, but the space itself requires people to shout, or leaves them feeling disconnected, or is over or under stimulating. When we think of the space as a co-facilitator certain aspects of group leadership can become effortless.

5) To support each other's learning and have meaningful fun online!

In order to achieve these, here are some suggestions for COMMUNITY AGREEMENTS to make our time together flow really well. Be sure to add what you need or want AT ANY TIME DURING



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THE PROCESS. Let the group know or privately message the facilitator if you are concerned that an agreement is being broken.

1) No put downs of self or others. Keep a positive, lift-up vibe. If the facilitator finds your comments aggressive or inappropriate in any way you will receive a personal message.

2) Be willing to entertain simultaneous truths. Rather than proving a point, try to listen to understand, and be willing to agree to disagree. At the same time, if you have a strong belief be willing to stand up for it. This will make our conversations rich!

3) Show your presence, by LIKING and by responding to keep the flow. Ask questions, make comments, connect. The technical trick for this format is to REFRESH your browser fairly often. The questions move around depending on how many people are answering, so please scan the whole page for new questions now and then.

4) Maintain CONFIDENTIALITY by not sharing names or personal information about the participants in your groups, sharing from your own perspective, and asking permission before sharing someone else's story.

5) Answer any questions in the COMMENTS below the question to keep the conversation organized and readable. Only open NEW questions in new threads.

6) You can come and go as you please, take as long as you like to respond, and basically enjoy the text-format to make this work no matter whether you are just waking up, just going to bed, or on your lunch break (time zones unite!!) A pdf transcript of the conversation will be provided. Feel free to continue the conversation even after the 90 minute period has ended.

## **DISCUSSION QUESTION #1**

**NADIA CHANEY**

Discussion Question #1: What, according to you, are the basic needs of a) introverts and b) extroverts in group processes?



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**Floriane Lin** For introverts I would say being in a group of a "reasonable size" (under 15 ppl more/less), in a quiet environment, and have a facilitation process that allows them to know more about the other people so they can feel more comfortable sharing. I think their basic needs would also be to be actively consulted (ex : How about you, what do you think about it ?) since they might not feel comfortable enough to speak out, especially when others are speaking loudly/at a quick pace.

For extroverts I would say that basic needs are having a group where they can express themselves (mostly orally), exchange with many and various members of the group, have a "bottom up" rather than "top down" format if it's a training for instance.

**Natasha Duchene** I think it's a lot easier for me to connect to the needs of introverts than extroverts generally ( really excited to read others' responses to this question!). I think for me the heart of it comes down to space and permission. Permission to show up in whatever way feels right at that moment, while also maintaining an awareness of group dynamics and a willingness to give space / silence that might bring out some different voices and ideas.

I am realizing this is particularly relevant to me lately, as I've been struggling to make space for quieter voices that need time to process in collaborative art-making without asking the dominant voices to throttle their creativity (which is what it feels like I'm doing now).

**Nadia Chaney** yes! I think this is the question...though I want to look at reframing our offers as facilitators...so that it isn't quiet voices against dominant...but finding more nuance so that we can invite both. When you use the word throttle it sounds like the dominant voices intend to harm quieter ones...but I suspect it might be more in the way the workshops are designed...so that both ends of this spectrum can feel a sense of belonging

**Natasha Duchene** Nadia Chaney Yes! I think I am fearful that I am harming some of the bigger voices by asking for some space





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to be made. While also being aware of the privilege that so often seems to play into how that dynamic unfolds. It feels very complicated and messy.

**Nadia Chaney** Natasha Duchene it can feel very messy to me, too. I wonder what would happen if we take the starting point back further...instead of working to control or condition behaviour...maybe there is a way to design directly KNOWING that different voices have different needs...I think that's what I'm hoping we can build in discussion question #2

**Laura Severinac** for introverts: when being placed in a sharing situation, having a choice to pass. And be given time to think and process before speaking.

**Reid Kuennen** Basic needs for introverts: knowing that they have control over their participation - that the way they 'participate fully' is welcome. Trusting that the facilitator is aware of their need for space, time, quiet moments. Being gently encouraged to take accessible risks. Extroverts: to get their wiggles out! Giving them opportunities to share/show their personality early on and celebrating it. I find the group agreement 'step up/step back or take space/make space, etc.' is really helpful to just NAME this dynamic.

**Natasha Duchene** Getting their wiggles out! I love that.

**Laura Severinac** Natasha Duchene me too! for extras + intras - we all get the wiggles!

**Reid Kuennen** Laura Severinac yes!

**Natasha Duchene** Laura Severinac hahah yes we do!! 😄 Very true!

**Pyrovetsi Antigoni** I really think that extroverts need to be conscious of step back/make space!



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**Nadia Chaney** Pyrovetsi Antigoni I agree! What do you think introverts needs to be conscious of?

**Pyrovetsi Antigoni** Nadia Chaney Well introverts should realize that extroverts like to have their contribution and admire their different style!

**Reid Kuennen** Pyrovetsi Antigoni I'm with you. If I'm honest, I can get judgy when extroverts start extrovert-ing. This work for me is to find the strength in it. And sometimes if I'm having a hard time getting a group going or getting volunteers for a thing I'm like "THANK GOODNESS FOR EXTROVERTS". But if I'm participating in a group and feeling introvert-y - I will often just shrink back and 'let them do their thing'. To answer Nadia's question about what we introverts should be conscious of is that I can't just wait for someone to give me permission. I know there is a lot more I can get out of life and experiences if I push myself to volunteer, share, etc. I need to be conscious that my voice matters.

**Nadia Chaney** Pyrovetsi Antigoni haha! totally! I love that!

**Pyrovetsi Antigoni** I guess is all about finding the right sort of balance and creating the sense of community that will allow everyone to feel important!

**Laura Severinac** Variation in activities ie alone reflection time as well as group sharing.

**Laura Severinac** Enough breaks! As an introvert sometimes I need 10 or 15 min alone and I'm fully recharged. If I don't get that I am exhausted.

**Nadia Chaney** Yeah...I think I made this mistake at AOF Toronto last month. As an extrovert I can go and go...and as a facilitator I really need/want to build in this rhythm of taking more breaks...so we can all go together!



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**Voula Samara** Introverts: that they don't feel the pressure of expressing themselves in an extrovert way, that there are varieties of expression that do not require full exposure. For extroverts: that they are not made to feel that they are "too much", that their energy is appreciated and celebrated, that they have ample opportunities to express themselves

**Laura Severinac** I like this!

**Sezin İlbasmış Dindaroğlu** It is hard for me to make a separation, but both not to pressure for 'hold on' or 'you can express more'. And honoring their differences in framing and harvest somehow.

**Joy Keren** I feel like giving everyone the feeling of being an important part of the group. For example extroverts can share for their group or present the thoughts if the introverts are not feeling up to sharing giving the extrovert a chance to contribute to the group introverts maybe helping more in grounding the energy and sharing in a more intimate and smaller setting

**Gloria J. Williams** Introverts need time/space to think for themselves before talking or hearing other voices  
Extroverts need to talk to think, need to hear themselves speak to get clarity on what they think... "talk it out"

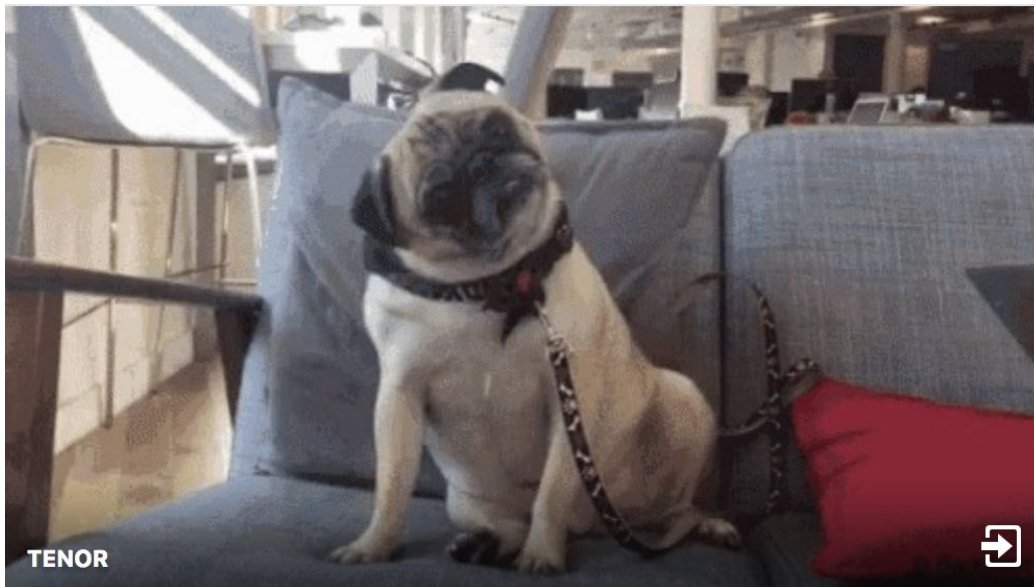
**Xoli Fuyani** Introvert... It's important for me to have quiet time and space to process... And knowing that silence is 'welcome'.. I guess breaks in between.  
Extrovert... Space to express and energies.

**Vicki-Ann Ware** Introverts - time to process slowly.

## DISCUSSION QUESTION #2

**NADIA CHANEY**

Discussion Question #2: What are some key principles of balancing introversion and extroversion to consider when designing a workshop?



**Floriane Lin** Hi Nadia, thank you so much for facilitating this workshop ! Just a little feedback : I think your questions are much more apparent in the discussion thread if you put them with a "coloured background" like you did for the first ones :)

**Nadia Chaney** Yeah...I know :( But if my text is too long fb doesn't offer the option to make a background...maybe I'll add a sticker!

**Floriane Lin** Nadia Chaney Aaaah I see ! Yeah or just add a random picture haha

**Floriane Lin** OMG this dog is so cute haha



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More seriously I think this is a very interesting and important question, that unfortunately I feel is very seldom addressed...So I don't remember seeing many good practices about that, since I feel that in most group settings the law of "who speaks the loudest and the most" often prevails, thus (very schematically of course) favorizing extroverts over introverts.

A very simple alternative to that can be talking circles, even though I've found that some people who lack self confidence can feel bad that their idea has been voiced by other people before them and feel that they have nothing to bring to the conversation.

I'm really looking forward to have everyone's insight on that !

**Floriane Lin** Oh I think favourizing is Frenglish, "favouring" should be better :)

**Nadia Chaney** Floriane Lin it's an international group...all versions of English are most welcome!

**Nadia Chaney** I like talking circles in principle...and sometimes I find that those who tend to process more externally (like me!) can soak up quite a bit of time

**Reid Kuennen** Is this dog an introvert or extrovert?

**Reid Kuennen** Key principles: varying activities by learning and expression styles. Writing, drawing, miming, mirroring, talking (to small group/partner as well as big group), and just generally being aware and prepared for this dynamic! One really neat tool I've seen lately from a mentor I admire is that when hands go up they'll say, "Ok I see Aisha, Bianca and Kennedy, anyone else?" so instead of calling on the first person, they give it time for people to think first and wait for multiple hands to raise. Then they can have their pick over who to call on. I will often also say something like, "I see your hand, Tom, I curious to hear from someone we haven't heard from yet." I really think it's okay to be transparent (while still giving Tom his moments!). People know this dynamic and are relieved when its named. It's disarming.

**Laura Severinac** it always feels so good to be noticed and acknowledged by name....

**Laura Severinac** key principles - trying to engage all learning styles too. AOF and Nadia do this beautifully -- use of Diagrams. Questions. Theories. Stories. Fishbowls. Creating safety for creative exploration thru the arts.....

**Nadia Chaney** ! thanks Laura!

**Floriane Lin** Just curious, what is a fishbowl ? :)

**Nadia Chaney** Floriane Lin

[https://en.wikipedia.org/wiki/Fishbowl\\_\(conversation\)](https://en.wikipedia.org/wiki/Fishbowl_(conversation))

en.wikipedia.org  
[Fishbowl \(conversation\) - Wikipedia](#)

**Laura Severinac** Floriane Lin yes - I like this kind of activity because so much learning can happen from witnessing others be engaged in problem solving without having to express

**Floriane Lin** Laura Severinac Nadia Chaney Oh interesting ! I actually took part in one for the first time yesterday and had no idea it was called that way haha  
The open fishbowl methodology makes it look like it would be very hard for introverts to be in the center of the fishbowl, given that they have to step up AND take someone's space. Have you found that this methodology tends to have "introverts on the outside and extroverts on the inside" ? If so, how do you cater to that ?

**Laura Severinac** Floriane Lin I consider myself an introvert and I like fish bowls because it's actually easier for me to contribute.



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**Laura Severinac** Also I don't see introversion and being the same thing as being shy to speak in front of others.

**Nadia Chaney** not necessarily...because there are multiple rounds, and people can come in and out...basically it's a way of combining the intimacy of small groups with the visibility of the large group...

**Voula Samara** Laura Severinac Thank you for providing the link! I did not know of this activity! I also think it might be intimidating for introverts but now I am going to try it on Sunday at a teacher training and see how it goes!

**Nadia Chaney** Laura Severinac I think this point is ESSENTIAL. Extroverts can be shy...and shyness I think is something that can/should be addressed differently, with consciousness about risk level, privilege, entitlement etc...

**Laura Severinac** Voula Samara Awesome! i think it's a great way to draw wisdom out of a room

**Pyrovetsi Antigoni** It seems that young people enjoy this activity whenever I use it. The might be a bit shy in the beginning, yet as the discussion gets going, the introverts feel less intimidated talking in a smaller group and adding on someone else's point or making a statement that starts up new threads of discussion!

**Floriane Lin** Nadia Chaney Laura Severinac That's true...maybe how to engage shy people in group settings could be the topic of a further conversation then ;)

**Nadia Chaney** Floriane Lin Great idea!! I'll put it on the list right now. Always looking for new topics btw

**Nadia Chaney** One thing I like to do is contain answers and responses in creative formats...like using metaphors, "in one sentence", ten finger



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poems...etc. Also! Freewriting before answering big questions can help balance the internal/external processing

**Laura Severinac** yes to freewriting!!

**Laura Severinac** also huge yes to metaphors - still practicing that one :)

**Voula Samara** I like giving people the chance first to feel safe by expressing themselves privately (something like free writing as you say Nadia) with reassurance that it is private. Then to go step by step and share it with a partner. Then in another activity share with a slightly bigger group, say 3 people, and only move to the full group much later. I find that this approach puts them slowly in full exposure. And always respect if they want to back up and stay in smaller groups. Also ensure variety of expression. Putting your voice out to the group can be very intimidating. Drawing or writing can be a lot easier for some people.

**Laura Severinac** yes - I like the variation between paired check ins and different group sizes. Especially if it's a longer learning journey and you have a learning partner: lots of value for both learning styles to create safety with at least 1 other chosen partner for deeper debriefs on matters closer to the heart

**Pyrovetsi Antigoni** Think-Pair-Share could also work in this case!

**Laura Severinac** Physical space: for check ins I really appreciate an option for a quieter more intimate space for checking in. IE an option to go into the hall or find a quiet corner for check ins. Or asking everyone to check in using quieter voices. I also have ADHD diagnosis so for me as an introvert, empath, and a hidden disability that makes it hard to concentrate at the best of times, it's often really hard to listen and connect in a room with everyone talking at once: so measures to make it easier!





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**Voula Samara** Very important dimension the ADHD! Thank you for bringing it up!

**Pyrovetsi Antigoni** Asking participants to write down their thoughts/suggestions/opinions anonymously and then spreading them around the room, prioritising them by others and reading out the ones that did get the higher scores could be another way.

**Pyrovetsi Antigoni** We experienced this during the Global Gathering and I think people really enjoyed it! Credits to Morten!

**Maria Saridaki** I try to include everyone by allowing silence and space. Writing of course helps, also music and nonverbal activities with a low visibility risk for all (in pairs and then building up). Also try to provide a meaningful time for reflection at the end of a day.

**Laura Severinac** yes yes yes to all of this!

**Pyrovetsi Antigoni** Reflection indeed!

**Voula Samara** I like the silence and the music!

**Sezin İlbasmış Dindaroğlu** Diversity in activities and clarity in framing. Also give enough importance to agreement to hold space in safe

**Gloria J. Williams** Make sure you have quiet, reflective activities and opportunity to share in smaller groups as well as larger and whole group activities where participants go straight into action / planning together. It's about the BALANCE of having VARIETY of activities so everyone is moving from comfort to not so comfort zone to back to more comfort zone. Kinda like a rubber band... stretch and relax or relax then stretch!

**Xoli Fuyani** Diversity in activities as mentioned... Acknowledging everyone esp. Introverts including body based 'non verbal activities...

Starting from low risk to slowly building up.. e.g. Starting a activities in small groups... Then slowly increasing numbers and less groups.. Ending with the entire big group

### DISCUSSION QUESTION #3

**NADIA CHANEY**

Discussion Question #3: What are some tips that you can use to CREATE and DELIVER INSTRUCTIONS that are open to both introverted and extroverted orientations? Give examples!



**Nadia Chaney** One thing that works for me is to do the double-circle: We will go around twice, so you can pass on the first round if you aren't



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ready, and then we'll catch you on the second round if you want to. It's also okay to pass entirely.

**Voula Samara** "Each person in your group writes first their response/reaction/idea. Then you are sharing in your group your ideas making sure each person is heard. Your group reports to the entire group, whoever wants to. Let's try to hear from some people that we have not heard from"

**Nadia Chaney** "You have (x) minutes to answer, and I'll keep the time for you. It's okay to be silent if you need to, or to wait until you think of something to say. For some people (x) minutes is a long time, for others it will pass in a flash!"

**Reid Kuennen** "The way you 'participate fully' is up to you in this. If your dance move looks like this (finger dance), that's great. If it looks like this (full on sprinkler), wonderful. Whatever you choose to do, do it with gusto."

**Floriane Lin** That's great !! I've found that check in activities that include body moves (everyone says his name, makes a move and others repeat it) can go great...but sometimes not that great when the group is older/shyer/not self confident. This sounds like a good way to put more comfort in this exercise !

**Laura Severinac** Kind of a side note -- this makes me think of experimenting with opening a workshop by naming introversion and extroversion exists, defining both, and asking the group in advance what helps them to stay engaged -- and then trying to do those things. For example, posing the question - what do you know about yourself as a group member? What do you need to fully participate? Is there anything you want people to know before we begin this journey together.....

**Nadia Chaney** I'm going to try this at CF2 Toronto in Dec

**Reid Kuennen** awesome Laura!

**Laura Severinac** These kinds of questions can also be used in a series of paired check ins before a big opening circle. Taking the time to meet 5 new people before a big circle can a) warm up to a theme b) help introverts have a chance to say a bit more than they might in a big group /or shy people settle in

**Voula Samara** I like this one a lot!

**Laura Severinac** I think there's something about explaining what to expect and the purpose of an activity before it happens. Including a statement of why we are doing a thing before it happens and what to expect -- I've read that introverts are less agreeable to being put on the spot

**Gloria J. Williams** Paired up with a partner... first journal for the next 5 minutes and then share with your partner your thoughts. Both have opportunity to go inside and then go outside. Wondering if it would help to talk about leaving space for silence in group discussions and checking oneself / self awareness if typically quick to speak first or volunteer... stretch into waiting for others to go first before jumping in.

**Xoli Fuyani** I often say... This is your own exploration... There are 'no' right or wrong ways! U are all welcome. Pair up.. One partner shares and others listen.. Join with another two. Choose one person from the group to report back... 'that at times puts ease and gives choice esp. For introverts to either show up in front if the group or takes pressure off to build up energy to speak in front of the group

## CASE STUDY #1

NADIA CHANEY



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Case Study #1: (a partial answer or further questions will help us all think together!) You are doing a theatre activity where each person in a circle offers a short personal story and the rest act it out simultaneously, using words, gestures and rhythm. The person giving the story stands on a chair in the middle to observe their story come to life. How can you give instructions for this activity in a way that includes and honours introverts and extroverts?



Reid Kuennen killin it with the gifs

**Aida Gadallah** the instructions may be : a person will tell a personal story to the group ( this story may be a few words or a full story ) and each one in the rest of the group will act the story using words, gestures and rhythm (this act can be in anyway you like it can be small or big )



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**Reid Kuennen** "Everyone in your group will play a role in your production. Ask yourselves, how is each person and their unique personality represented in our piece?"

**Pyrovetsi Antigoni** That's cool, including everyone. You could also suggest that they decide on the role they will be having.

**Sezin İlbasmış Dindaroğlu** I am typing however it comes so here "We are going to play a theatre game. We all gonna stand in a circle and who *iş* in the middle will share a personal story, other will act it out using words, gestures and rhythm. And who *iş* in the middle will observe their story. We have different roles in here. Telling story and expressing the story. When we tell, take deep breath and listen your Body, it will give to you the story. It has not to be so private or special and anything 'the best'!. And while telling the story it doesn't have to poetic, or in best words. Share your story however you feel its coming. Other role, when we act out, listen carefully the person then your Body, movement doesn't have to big or small, let them show up however they come, same sentence can act small from someone and big from someone else. Let's take a deep breath together and whoever feels can come to the middle"

**Nadia Chaney** ! nice flow!

**Voula Samara** I would only add to these very nice and relaxing instructions: "really try to listen to the story and let the story move you...shut down your inner critic...try to connect as best as possible with the person telling the story,,,listen with your heart and ears, look for the feeling of the story and let it swipe you..."

**Gloria J. Williams** Freedom for story sharer to reveal or pick store of their liking and actors in circle have freedom to enact any or all parts using art for of their choice. Key is everyone contributes. Acknowledgement of possibly feeling awkward and how, like a muscle, the more we stretch and lift it the stronger / better / more familiar we get into experiencing things we don't typically do.



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**Xoli Fuyani** In a circle.. After saying info about the theatre game. I would give time frame... You have 3 min to tell your story 'so storyteller could be in the knowing and i would give signal when u reach 2min. Your whole self is welcome.. If nerves come, let them be part of your story. Actors have a choice to choose any artform. Remember

## CASE STUDY #2

### NADIA CHANEY

Case Study #2: (a partial answer or further questions will help us all think together!) You are designing a three day residential team building process for forty people. You have two highly skilled co-facilitators. What are some design elements that you might consider in order to respect the needs of both introverts and extroverts? How might you communicate these considerations?





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**Floriane Lin** I think first of all name to the group that while spending a lot of time together as a group will be a strong experience for everyone, it might be quite a big effort for people who usually spend their evening alone or only with closed ones for instance. Basically have a conversation about everyone's needs, and how they are usually summarized in "extroverts and introverts", without there being any hierarchy between those two "types". Then create spaces and times for both groups : lively spaces with games/music etc going on for extroverts, and quiet spaces with books/nature for introverts. Then include free time in the planning for people to decide what they want to do, and especially NOT planning social activities every evening ! (or having them optional) I feel that this is a big tendency because organizers are afraid of participants being bored, but it can be really exhausting for introverts.

**Pyrovetsi Antigoni** The co-facilitators can actually become this connecting link between the two types of participants by taking the risk of leading activities that are "against" their style. Participants experiences are enriched and facilitators perspective is broadened.

**Sezin İlbasmış Dindaroğlu** If we are a team we can share with each other our personal situation on becoming intro-extrovert, and talk a bit what part could need extra consideration in design, and both sides should be represent as a team for the whole group. While the process everyone can be looked after.

**Kelly Terbasket** I try and balance out the types of arts, so using visual art and writing activities which are done solo, with the more interactive theatre and storytelling processes. also giving that safe 'out' for people who are not only introverts but those who have social anxiety. when doing the shared agreements and remind people about finding their own 'sweet spot', that we are all different and need to tune in and honour ourselves and needs. am I stretching enough to grow? and I getting too close to freak out zone and exhausting myself?





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### CASE STUDY #3

#### NADIA CHANEY

Case Study #3: (a partial answer or further questions will help us all think together!) You have a group of fifteen young teenagers (13 and 14 years old) in an after school program. There are three participants who self-identify as introverts, and prefer to be together in all activities, rather than joining the big group. There are also a number of members of the group who feel strongly that the whole group should be together for important activities. How might you handle this situation so that it is empowering and honours the group and the individuals?



**Laura Severinac** - naming a dynamic you are seeing happen in the group and asking if you can explore it.

- using a metaphor to explore it (like the group going down a river in a boat together) to unpack what's happening



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- exploring needs and feelings of all sides so everyone understands
- sharing the diagram of comfort zones, stretch zones and zones of fear on the floor. Using a spectrum to explore where people are at with different types of activities. Finding ways to compromise and stay in the stretch zone

**Natasha Duchene** Where my mind goes is a conversation around safety and what agreements might support the introverts in coming out more. It could begin individually with personal writing or art-making on how they imagine the group and their place in it, and reflecting on what might support more voices coming up. It could then move into small discussion groups, and then the small groups could report to the big group (with the option of others also speaking up if they wish). I also feel a reminder of the agreements (especially no put-downs and multiple truths) before this conversation may be very important.

It also makes me wonder about intention setting and goals. Do all members of the group value the group dynamic as something that needs tending to? Are folks on board with the goals as they have been stated so far? Can the introverts agree to be curious about how it might be to show up in a different way? Can the extroverts agree to try showing up differently and seeing what happens?

**Xoli Fuyani** This is very familiar... I now have our goals and agreements printed out bold 'laminated in our wall.. B4 each session we briefly go back. Looking at ' Being curious to learn new things and about each other and No coupling. Short skits 'theatre pieces on issue' mostly work. I am also aware of comfort.. Sometimes i let the introverts be so instead of splitting them i would ask if they can invite other teens to be part of the group.. Sometimes works 😊

## CASE STUDY #4

NADIA CHANEY



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Case Study #4 (FINAL): (a partial answer or further questions will help us all think together!) You are facilitating a community meeting about a serious neighbourhood issue that needs urgent resolution. There is a lot of angry shouting, at first. Then, your co-facilitator takes a rapid-fire speakers list which brings some much needed order to the room. However, you soon notice that only some people are speaking and they are speaking mostly to each other. What can you do to bring more voice into the room without forcing anyone to speak who doesn't want to?

Reid Kuennen ask a question to the whole group and have them discuss with neighbor. then acknowledge that there are voices that aren't being heard and opening up larger group sharing to voices that haven't been heard yet.



**Laura Severinac** Ask to pause on questions.

Draw a huge elephant on paper and tape to wall.

"There's an elephant in the room"

Use sticky notes and silence to unpack what is happening.

Take a break.

Facilitators try over break to categorize into themes

Reflect back what you see.



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Do a circle - speak what's on your heart.

**Sezin İlbasmış Dindaroğlu** I would catch a moment to slow down. And give some short reflection on what has been spoke. Maybe a little break. Then if there is an agreement I can refer to that on how we communicate . At last invite people who have not speak, maybe a short points while inviting like 'speak what serves to solution to neighbourhood.' Etc

**Sezin İlbasmış Dindaroğlu** And also making words visible somehow like when people talk, facilitator can use a board to do some mind maps so everyone can see - follow and add if it is necessary

**END**

**NADIA CHANEY**

Well, thus endeth our 90 mins together this month. Thank you all so much for a supremely rich conversation! These discussion are so precious. I hope you all friend each other and stay connected...you are all so amazing. And thank you for the brilliant and important work you do in your communities all over the world. I'm so grateful to be able to hold this space for our collectivity and creativity.

PYE will soon post the transcript and this page stays open if you would like to add anything to any of the posts. We are always open to new topics for the upcoming sessions. If you have any ideas please feel free to post them on this page. If you enjoyed today's session please tell your facilitator, teacher, manager, social worker, group therapist, activist and social artist friends! Don't forget to check our new website [www.partnersforyouth.org](http://www.partnersforyouth.org) for upcoming trainings and free tools, too, there's some new ones just posted.  
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Partners for Youth Empowerment is a US non-profit and registered UK Charity with a mission to unleash the creative potential of young people.

**Laura Severinac** thank you so much for hosting us Nadia! that was awesome and so helpful!

**Reid Kuennen** Thank you Nadia and all you other sweet smarties! <3

**Pyrovetsi Antigoni** Thanks Nadia and all you!

**Voula Samara** Thanks Nadia! Thanks everyone!

**Floriane Lin** Thanks a lot Nadia Chaney for a wonderful facilitation !

**Joy Keren** Thank you so much everyone and Nadia!