

Word Working uses “respectful communication guidelines” and “mutual invitation” as ways to help ensure an open and safe place for the Word to work.

Respectful Communications Guidelines

R = take **R**ESPONSIBILITY for what you say and feel without blaming others

E = use **E**MPATHETIC listening

S = be **S**ENSITIVE to differences in communication styles

P = **P**ONDER what you hear and feel before you speak

E = **E**XAMINE your own assumptions and perceptions

C = keep **C**ONFIDENTIALITY

T = **T**RUST ambiguity because we are *not* here to debate who is right or wrong



Participants are asked to agree to uphold these guidelines.

© Copyright 1992 Eric H. F. Law

Mutual Invitation Method

Mutual Invitation is employed to ensure that each person in the group is invited by name to share in an atmosphere of mutual respect.

1. The leader clarifies what the group members are invited to share.
2. The leader gives guidelines about the use of time.
3. The leader may share first or may invite another person by name to share.
4. Whom you invite does not need to be the person next to you.
5. After the person has spoken, that person is given the privilege to invite another to share.
6. If the person invited chooses not to share, the person may simply say “pass” and proceed to invite another to share.
7. The process will continue until everyone has been invited to speak.
8. At that time any person who passed will be invited again to share. Persons are still free to pass.
9. The main activity of the group is to listen.

Rationale:

The Invitation Method is a way to include all people in the conversation in a very respectful atmosphere. While each person is speaking, the others listen. No one may interrupt the speaker nor jump in to speak without being invited by name. In this method, no one has more authority than anyone else – each person is invited to share, and after sharing that person has the privilege to invite who will share next.

© Copyright 1992 Eric H. F. Law