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**Lens to Mirror Practice**

**Instruction Sheet**

The following is a guide to how you might lead this practice with your peers as you participate in the cohort, and in your context. Consider how the following frame and instructions would work best for you. Lean into your most authentic voice and leadership style when facilitating this practice in your context.

**Always lean into the spiritual grounding your tradition offers when leading this, or any practice.**

**Framing**

*“Nobody can be universal away from his own backyard. My story is my back yard. And this is the bread I share with those who have pursued a similar path."* Rubem Alves

Each of us comes from a community or communities that formed us and that we form, that we are accountable to and that we help shape. Community-building is shared story-building. As we share the stories behind our images—reflecting on them as mirrors to ourselves and as windows for others to see through

**Instruction**

Each participant has been asked to provide two photos in response to the following prompts\*:

* an image that represents your understanding of what it means to build community
* an image that represents your understanding of what it means to lead with love

*\*when you lead this in your context feel free to come up with prompts for your community.*

We’ll take a moment now to think about what we’ll share, so when it is time for sharing aloud, we will be able to focus on the person sharing.

Each person will take two minutes to narrate their photo, tell the story behind it, why they selected it, what it means to them.

After each share, we’ll have 30 seconds of appreciative silence to absorb and reflect on what was shared.

After the silent pause, we’ll have 2 minutes for asking open questions and for the focus person to respond.

Then we’ll move to the next person to share their photo about the same prompt.

Remember to engage in active listening: be mindful of your body language and refrain from distraction; if needed, check for understanding with “If I understood,” or “Did I get that right?”, paraphrase without judgment; and express nonjudgmental curiosity asking open, honest questions...those questions that can’t be answered with a simple yes or no, that don’t have an answer you already know or can predict, that start with who, what, where, when, and how, and that don’t try to advise, help, fix, or solve.

**Facilitation**

* Begin with silent reflection. (use timer; 1 minute)
* Invite each person in the small group to narrate their images for 2 minutes, starting with each person narrating their first image: an image that represents your understanding of what it means to build community.
* Time 30 seconds for appreciative silence and for questions to form.
* Time 2 minutes and invite open, honest questions and focus person to respond. If necessary, remind them about appreciative inquiry: asking how, what, when questions (“why” can come across in ways that put one on the defensive) that seek further understanding and insight, have attended to what the focal person has been sharing. Open questions are those that can’t be answered with a yes or no answer, or an answer that you can predict (Parker Palmer).
* Repeat the process with the next person, until all have shared. With a total of 5 minutes per person x five people should be 25 minutes per round.
* When everyone has shared their first image, repeat the process for the second images: an image that represents your understanding of what it means to lead with love.