



Peacemaking & Clearing Notes & Examples

Notes for Facilitators

- ❖ Before beginning, make certain there is no charge between any of the participants and the facilitator. If there is, find another facilitator.
- ❖ Insist the participants be very specific with their data.
- ❖ Actively guide the interaction. Ask probing questions:
 - * 'Is that an emotion or a judgment?'
 - * State clearly, gently, and firmly whenever you observe a miscommunication or a confusion

Notes for Participants

- ❖ Get curious whenever there is a charge. Instead of using energy to avoid or defend, try using the existence of charge to increase awareness about the situation, for everyone involved.
- ❖ Investigate any charge you are holding. Try a small homeopathic dose of what has triggered you. Imagine yourself displaying the exact behaviour or attitude which has generated the charge.
 - * Does that feel uncomfortable?
 - * Does it clash with your belief system?
 - * Is this a behaviour or attitude that you wish you were more comfortable with?
 - * You might learn something about yourself.
- ❖ Take your time and discuss the issue slowly. This encourages speaking truthfully from the heart.

2 Examples

Example 1: The [Clearing Procedure](#) is for resolving interpersonal issues, and is designed to be helpful. The Nine-Step procedure for holding a Clearing, outlined below, can be done informally. Two people can agree on a mutually convenient time, make the proper preparations beforehand, and then run through the nine steps together. Ideally this becomes quite normal in the organisation, so no one need feel worried about approaching someone and asking to do this. It also becomes easier with practice.

Sometimes we feel nervous about asking for a Clearing Procedure. We may be inexperienced with the process, or the issue may feel particularly difficult. Asking an experienced facilitator to lead the procedure will help create safety for both parties. The facilitator can help to guide the Clearing Procedure, making certain everyone is fully heard and all concerns are addressed. Ideally the organisation has several members with experience facilitating Clearings.

Example 2: Members might offer Constructive Feedback after noticing something, or when wanting to share information, to make a request for a behaviour change, or to understand why someone is doing something. Unlike a Clearing, an offer of Feedback will have no emotional charge.

For example: I may observe someone behaving in a way that I perceive as out of alignment with the organisation's Core Values or Core Agreements. I perceived Person A complaining about Person B's behaviour to me rather than taking those concerns directly to Person B.

In this situation it would be easy for me to hold negative emotions or create judgments about Person A. It's important for me to remain curious rather than emotional when I offer [Constructive Feedback](#). I might ask Person A in a gentle questioning way, "*I notice that you're talking about B a lot and seem unhappy. I wonder if you have spoken to B directly about how you're feeling?*" Using questions rather than statements will help Person A receive and consider the feedback without feeling attacked or becoming defensive — then be very open to hearing Person A's response.