

TRIAD MEDIATION PRACTICE SUGGESTED PROTOCOL

Getting Connected

- 1 minute each check in of how you are doing that day, in that moment
- Choose who will be the group facilitator of the day
- Choose who will be timekeeper
- Decide if you want to improvise a mediation situation or work with a real conflict from one of you

Setting Up the Triad

[Suggested: 1.5 hours for the total practice time, cycles of 10-15 minutes for each person to practice mediating, 5-10 minutes debriefing/giving feedback before each rotation of roles]

- Determine the situation – improvised or real. If it's improvised, what's the general context, e.g. two family members, two adult siblings, two co-workers, etc.
- Determine who will start in which roles: Who will be Disputant A, Disputant B, the Mediator? Make up names for Disputant A and Disputant B.
- If you are using a real situation from one of you:
 - The person who's situation it is starts off playing the role of Disputant A.
 - Give the person playing Disputant B one observation of what that person said or did that was difficult for Person A.
- Determine how much time each person will have to mediate before you pause and shift to debrief and feedback. Timekeeper keeps the time.

Mediation Practice

- Before starting each round of mediation, do 1 minute of Self-Connection Practice
- First mediator mediates for the time you set (e.g. 10-15 minutes)
- Pause for 5-10 minutes to debrief and give feedback as a group [**review Debrief and Feedback handout**]
- After finishing debrief and feedback, **rotate roles**:
 - Person who was playing Disputant A becomes Disputant B
 - Person who was playing Disputant B becomes Mediator
 - Person who was Mediator becomes Disputant A
- Second mediator mediates for the time you set
- Pause to debrief and feedback, then rotate roles. Person playing Disputant B becomes the mediator.
- Third mediator mediates for the time you set. Pause to debrief and give feedback
- Brief closing sharing of how the practice was for each of you
- Confirm date and time of next practice session

JOHN KINYON
EMPATHY • MINDFULNESS • COMMUNICATION

www.JohnKinyon.com