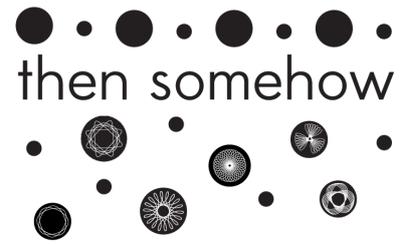


Once and Future Stories

A tool to capture stories that reveal values and beliefs, build empathy and help groups define their common ground. “Lest we be so defined by the stories of our past that we fail to achieve our potential future.”



Equipment needed

Round table

Pens

Index cards

Paper

Intention

- To gather stories of people's past experiences and visions of the future
- To understand common themes, aspirations and fears
- To try to understand the underlying values and beliefs that inform behaviours
- If we know these things we may be able to use them to steer towards an optimistic future

Intro (5 mins)

Introduce the exercise and its' purpose - to use stories to build a shared view of our past and future states, to explore any interesting themes or values that emerge, to practice active listening,

- We'd like you to share stories
- But only share what you feel safe to share
- The more you can share the richer this activity will be
- You can change the names, the dates and the places to ensure anonymity
- We all need to agree to respect what people choose to share, it may not be ok to talk about some of the stories outside of this room, tell us if this applies to you.

1. In pairs (5 mins)

- Take turns to share stories of things that have been great at work
- Listen - say tell me more or why is that important
- Capture the stories on the cards - just a sentence or two will do

2. Now think about things you remember that were not right (5mins)

- Listen - say tell me more or why is that important?
- Capture the stories on the cards

3. Now think about the future - what stories do you hope to experience, what do you fear? (5 mins)

- Capture all these on the cards

4. Spread the cards from all participants on the table. Share stories with the group. (15 mins)

- What values and beliefs lie beneath the stories?
- Dot vote: who else has heard this story?

5. Afterwards add your stories to the wall - try to sort them in groups, how do they compare, what themes are there? Which story carry the most resonance? How are we defined by them? (10 mins)

