

# DRS. FREDRIKE BANNINK, MDR & LORENN WALKER, JD, MPH

## ***SOLUTION FOCUSED MEDIATION & RESTORATIVE FACILITATION***

### **1. CONVENING THE CIRCLE**

Everyone sits in a circle facing each other without a table or any barrier in between them.

### **2. OPENING**

#### **Facilitator starts**

- *Welcome. My name is \_\_\_\_\_ and I will be facilitating this circle.*
- *Thank you all for coming and your help in addressing this situation concerning....*
- *Please introduce yourself*
- *There are only two ground rules: respect confidentiality & speak one at a time.*

### **3. STRENGTHS BUILDING**

**Facilitator asks each person to say what they like about the commonality that they share, e.g., family, dorm, school, neighborhood, workplace, etc.**

- *What do you like about your .....? [family, school, classroom, neighborhood, dorm, workplace]*

### **4. DESCRIBING THE GOAL**

#### **Facilitator asks all participants**

- *What are your best hopes from this circle? What else? What else?*  
(ask at least 3 times)
- *What will be different when your hopes [specified above] are met? What else will be different? And what else?*
- Positive differences may be individual or relational

#### **Or facilitator asks each participant the following 3 questions (in this order only)**

1. *When this issue has been resolved (or is one of two points higher on the scale), what will you notice that is different about the other(s)? What will they be doing differently? What else will you notice they will be doing differently? And what else?*
2. *When this issue has been resolved (or is one or two points higher on the scale), what will the other(s) notice that is different about you? What will they notice that you will be doing differently? What else will they notice that you are doing differently? And what else?*
3. *When this issue has been resolved (or is one or two points higher on the scale), what will an outside observer notice that is different between you? What will you be doing differently together? What else will you be doing differently together? And what else?*

### **5. SCALING QUESTIONS**

#### **Facilitator introduces scaling questions and uses a flipchart to visualize the scaling**

- *On a scale from 10 – 0, where 10 is the ideal situation and 0 is the opposite, where would you like to end up? What number is good - or good enough? Please describe your preferred future in positive, realistic and concrete terms.*

*What number on the scale would you give the situation at this point in time?*

*How come it is not lower? What is working? What else?*

*Or: Could the situation be worse? How come it is not worse?*

Fredrike Bannink & Lorenn Walker ©

E: [solutions@fredrikebannink.com](mailto:solutions@fredrikebannink.com)

<https://www.fredrikebannink.com/bannink/>

&

E: [lorenn@hawaiiifriends.org](mailto:lorenn@hawaiiifriends.org)

[www.lorennwalker.com](http://www.lorennwalker.com)

# DRS. FREDRIKE BANNINK, MDR & LORENN WALKER, JD, MPH

## 6. DESIGNING PROGRESS

### **Facilitator asks**

- *What will be next signs of progress?*
- *Or: What will be your next step?*

### OPTIONAL: ADDITIONAL QUESTIONS WHEN SOMEONE IN THE GROUP IS ACCOUNTABLE FOR CAUSING INJUSTICE

### **Facilitator compliments** the person(s) for being accountable and says

*I think it is very impressive that you are being accountable. Where did you find the courage to do so? How did you manage to become a person who takes this responsibility?*

### **Facilitator asks the person(s) who is/are accountable**

1. *Who was affected by your behavior?*
2. *How do you think they were they affected?*

If the harmed person or representative is not in the circle, facilitator asks the person who takes responsibility

- *What can you possibly do to repair the harm?*

Others in the circle are also invited to share ideas on how to repair harm

- *What do you think [name of accountable person] could possibly do to repair the harm caused by his/her behavior?*

If the harmed person is participating in circle, the facilitator asks the two above questions to the person being accountable, and **then asks the harmed person**

1. *How were you affected?*
2. *What can [...accountable person] do to help repair the harm?*

Last question to the person who caused the harm and is accountable

- *Is there anything else you'd like to say or do?*

## 7. CLOSING THE CIRCLE

### **Facilitator compliments participants for attending and says**

- *Thank you all for your great contributions.*

### **Facilitator invites participants to compliment each other and says**

- *Please tell anyone here today anything positive you noticed about them or especially appreciate.*

### **Facilitator asks participants**

- *Do you think it is useful to schedule a subsequent meeting? If so: when?*

## 8. HOMEWORK SUGGESTION

### **Facilitator invites all participants**

*\* To observe all the things the other(s) are doing to make the situation a better one.*

*\* If a subsequent meeting is scheduled, all participants bring their observations to the circle.*

If required, facilitator prepares a written agreement or summary.

(Revised 10.2018)