**CIRCLE OF COHERENCE**

**Phase of the innovation cycle**: all

**Goal:**

If people are not working well with each other, this tool can help you by exploring patters of interaction within a network; and explore how constructive, defensive and destructive patterns can be understood and managed to support engagement and understand/address conflict effectively.

**Materials:**

* Rope and pieces of paper to recreate the Circle of Co-creation in the floor (see pic) **or** Circle of Coherencerecreated on a whiteboard, or on a big enough piece of paper (e.g. flipchart paper or A0/A1)
* Flipchart
* Blocks of sticky notes, one for each participant
* Sharpies or pens
* Bring your own project to explore!

**Instructions:**

Any setting (ideally informal)

1. Facilitator introduces the Circle of Coherence diagram, explaining the “vital space” (where interactions are going well); and the four quadrants around it, as well as their connections. Go through each step with the group, making sure you ask the questions for each step and their connections.

*Details on each quadrant and motivations in this link* [*Circle of Coherence - Understanding interaction in networks*](https://www.youtube.com/watch?v=1MSA3KBDxtQ)

1. Participants identify key actors (themselves, others) and identify where they are within the circle: are they in the vital space, in the defensive zone or in the destructive patters zone?
2. For those who are **in** the vital space (exchange, challenge, structure or dialogue quadrants) identify specific opportunities that strengthen their engagement in the vital space as the project evolves.
3. For those who are **outside** the vital space but within the defensive patters (flee, fight, freeze, flock) identify specific activities/opportunities to bring them back into the vital space leveraging their drivers! (inspirations, recognition, safety, shake up)
4. For those who are **outside** the vital space and within the destructive patters, explore if it is worth trying to bring them back; and if so, how to leverage drivers (inspirations, recognition, safety, shake up) to do so.
5. Map these ideas on a flipchart; encourage participants to write their ideas on post its and add them to the flipchart.
6. Wrap up: ask the participants to share the key insight that they gained during the workshop!

**Links**

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| <https://i2c-toolbox.fibl.org/circle-of-coherence.html> |
| <https://www.youtube.com/watch?v=KwXWS7yC27Y> |
| <https://www.youtube.com/watch?v=1MSA3KBDxtQ> |

**Attachments**

* Circle of coherence
* Circle of coherence, patterns and quadrants explained