

**RESULTS - Processing the Process**  
Leadership Clinic Design Workshop, summer 2004

**Session: Socratic Method (26 respondents)**

**REVIEW**

**Which Leadership Clinic Design Principles were put into practice during this session?**

<b>Amt.</b>	<b>%</b>	<b>Principle</b>
24	92%	Everyone has something to give. Everyone has something to gain.
12	46%	Self-managing teams can chart their own learning.
21	81%	Model the process in order to widen the circle.
4	15%	Play and art promote learning and productivity.
20	77%	There is enough expertise in the room to change the world.
24	92%	Event design is itself a collective, community-building process.

Additional comments:

Give, Gain: "Except I felt left-out and didn't understand a lot"

**EVALUATE**

**What worked well?**

Modeling the process

Hearing diverse perspectives about planning and hosting a clinic

"Forces" participants to listen to other participants and hear their point of view

Questions from the outer circle

Comments on trends

The panel seemed to enjoy it and was energized, internally

Directions – people understood their roles and basics of how scenario would work

Good to have open chair for outside person to jump in

Good facilitation by Abby as to when to cut discussion off and when to let it flow

The circle with the panel (chair arrangement)

The sharing of experience in the development of a clinic model

Involving the observing group to add to the panels experience

The model illustrated how, who, what and where...that helps a novice understand the process better

Abby's facilitation and cutting people off

Ideas shared that can be used by our upcoming project

Extra chair inviting outside ideas includes the larger whole

I really like this process

Well done!

I like that it wasn't rehearsed

Fishbowl strategy

Open with a "what did it mean to you?" type question

Abby, you are such an exceptional facilitator!

Great discussion from the inner circle

### **What worked well? (continued)**

Good questions

Good way to show/highlight a process. Would like to try this in a real world experiment

Room layout

Extra chair and reflective roles

Listening to others discussing, but with the opportunity to join in, in a structured way without disrupting the flow

Circle facilitates listening and sharing

I liked learning about the Socratic panel by experience

I also liked the alternating focus on process and content.

Questions

Fishbowl way of setting up chairs

Set questions for the panel to discuss

Allowing participants to join the circle one at a time

Prepping the panelists ahead of time

Participants in discussion seemed involved and enjoying the sharing process

It showed us the process

The inner panel facilitates listening

The panel was interactive

The empty chair idea was great

Hearing about others' experiences

Providing opportunity for deeper learning

Opportunity for everyone to engage in a comfortable way

Letting the conversation direct itself

Good dialogue between participants, interesting to hear about the evolving process

Hearing about specific experiences

“Hearing from the elders”

Liked the open chair option

**Circle!**

Set-up (circle inside circle)

### **What can be improved?**

More “room” for outside participants to ask questions and be involved

Address several questions, not just 1 or 2.

Participants feel physically closer to panelists

Almost boring, at first, without outer circle participation

Too many responses of “wow, it was so fantastic, it was so energizing, etc” Those kinds of responses are devoid of information...give more specific examples.

I was totally lost and felt disengaged.

Maybe not call it “Socratic” – the only thing that was Socratic was starting with a question

Too easy for audience to space out – not interactive enough to engage everyone

Remind panelists to speak up and/or have outer ring of chairs a little closer.

Although people given permission to move closer, none did so

The time – give more!

### **What can be improved? (continued)**

Arrange the inner circle spaced out closer to the outside circle

At this time, because I haven't had a clinic, I reserve the right to hold my assessment until I host a clinic

Socratic ground rules guideline

Shorten approach

Cut off people who were long winded

Have people stand up and listen closer

Talking ball – only hold it for one minute

It was a little hard to muster the courage to jump in and participate

Use a stick or ball pass to get more people to talk

More time

Talking stick

More interactive

Although observing and listening to the free-flowing conversation was interesting, my guess is there were/are specific pieces of information that didn't get brought out or included

How can this be used for other clinics?

I would utilize a lot of time for this process in a clinic

More time to complete the process

Smaller break-outs possible based on team planning roles for greater depth of information transfer

Needed more time – thematic (get through surveys)

Give questions in written form

Move chairs out further

Make sure panelists remain at least somewhat aware of their listeners, i.e. not talking too fast or low, avoiding inside jokes and/or bringing up issues that need an explanation to understand. (This panel did not do this) but I can see how it could be an issue.

This was not really a Socratic process as I understand and practice it.

Unfortunately, the lights in the room caused me so much distress I had great trouble focusing on the discussion

Rotating panelist needs to be recognized right away

I felt that the questions we didn't get to would have been very valuable for me to move me forward in this process. Time for those was needed

Perhaps have a short session of small group response time to trends before opening up to full group (2-3 minutes)

Have a chance for participants (outer circle) to pull up their chairs and have one-on-ones with each or any of the panelists

I wouldn't call this a Socratic panel...or even a modified one.

## **APPLY**

### **Can you utilize this process in designing your clinic event? If so, what skills and ideas will you borrow/customize to your setting?**

Having teams, especially youth teams, participate as panelists and other clinic participants listen to their experience, needs, etc.

I liked the 2 circle design, perhaps limit time so all questions can be answered, try to encourage more outer circle participation

This session did not meet my needs for specific information. Some comments were helpful, but generally, I didn't get much from this session and I don't know if I would want to include it in a clinic.

Ideas that came out of it – lunch with leaders, regional social

Interactive and reflective roles

2 circles good set-up (fish bowl)

I really like the setting with the fishbowl panel! Also I like the fact that the chair was there so others could come in and join the panel.

Yes, I would like to use the method for a debriefing with a group at the end of the day of what was learned in the workshops. Verbalizing along with the evaluation of each workshop works well particularly a grassroots group

Yes, the Socratic Model, Bare Bones Principles as model for design purposes

I think so, but it needed more structure, pick up the pace, cut people off...force the nitty gritty rather than long-winded dissertations

I'm not sure. We might be able to do it as a "campfire" session

I have in the past and will continue to, especially now that I have a name for it.

Not sure – but will definitely use the fishbowl setup in other areas

Yes, would try to use this process at some point on tape

I believe that some of the items brought up will spawn further discussion in our team planning time.

I would like to incorporate this method of guided discussion (group response and prepared questions) into our planning meetings as well as the event we are planning  
We could potentially use this process for our summit as a way to begin discussion about EE communications if we feel that participants are unlikely to start talking on their own (I don't think this will be the case)

I think we can use it again! Great job panel! Ideas – one-on-one

Perhaps not in the specific event the WI team is planning here, but in future events in the state, it could be a good way for state EE "old-timers" to sit around and discuss history while newer members of the state EE community can listen and learn.

I can see using a similar panel discussion but would not call it Socratic

Depending upon what we're trying to accomplish, we may be able to use this process.

We can gain encouragement from their example and perspective.

The circle in the circle improves the combination so listening and reflecting

WE could use this as a bridge between youth and adults

As we evolve the clinic, we will be better able to determine its place

Want to borrow the specific individuals to do a direct comparison and see if there are steps we can anticipate

Not sure if this process really flows with the clinic design – I think it was helpful in this instance.

**Suggestions for this sheet:**

Add space for general reactions and comments

Make the last question more clear...the way the question is posed makes it sound like we're asking if folks will use the Socratic Method while they are planning a clinic...not asking them if they will use the Socratic Method at their actual clinic/event.