Ensure everyone's thoughts are seen, heard, and captured. One way:

1. Solo write/draw one thought per sticky note with a marker.
Or, use free digital stickies on icompass.me.

- If you like, take a few minutes to free-write about the topic first, with no structure or around any/all Compass questions.

- Then, focus on one question one at a time, writing solo for around 2 minutes. Post and talk (2&3 below) after each one.
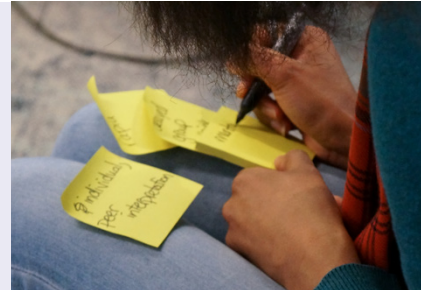
2. Share and post thoughts.

- **Read.** One person reads <u>just</u> what's on one of their sticky notes, shows it, and posts it on a large compass.

- **Add.** Anyone with a similar thought adds their sticky note (or a +1, heart etc.) next to the first note, reading it if they like.

- **Repeat.** Take turns reading and adding until all notes are up.

Label the groups of related notes as you go if you like.
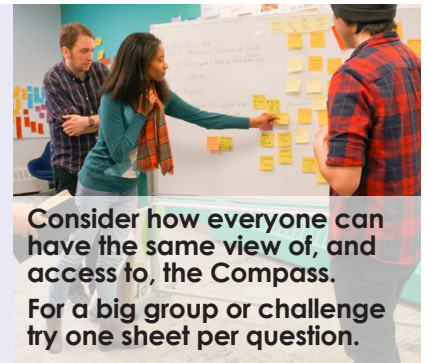
Consider how everyone can have the same view of, and access to, the Compass.
For a big group or challenge try one sheet per question.

3. Talk freely; consider continuing to "sticky then speak."
Consider continuing to "sticky then speak" so each person's thoughts are written in their own words and pulled together before they speak (even if they say more than they wrote) to give others time to contribute.

Start with feelings to sensitively stage conversations.

Above was one way to work as a group. If people are uncomfortable being open because of the size or dynamics of the group, here's a wider range of ideas to hear all voices as trust is built:

- **Whole-group work:** use constructive questions like the Compass, ideally in an open way like the one above. If more privacy is needed, you can collect, shuffle, and redistribute the stickies before sharing, or collect and post them all then cluster them (do this as a group if possible).

- **Build:** individuals/groups privately contribute one after the other. They can add +1s/hearts to earlier parties' thoughts, then add their own. Consider building from people with least power to most.

- **Separate and sync:** one party gathers thoughts from separate individuals and/or groups, constructively connects these thoughts, and shares them back in some form.

In the last two, visible space should be held for thoughts of parties who have not yet contributed. Others may guess at these to help themselves empathize, but <u>always</u> add **?** marks.

Thanks to Audrey O'Clair, Garrett Mason(top)and restorative justice practices (bottom)for inspiration, and Woodrow Wilson Graduate School of Teaching and Learning for the pictures.