

Solution Focused Reflecting Teams - SFRTeams

SFRTeam format helps bring out the resources in a group and helps create an atmosphere of mutual respect. SFRTeam format uses time very efficiently. SFRTeam format does not require that the team members have previously worked together. SFRTeam format is based on the Solution Focused coaching cycle, but does not require that team members are Solution Focused practitioners or experts. SFRTeams encourage equality of voice within the team. SFRTeams can be facilitated externally or self-facilitated. SFRTeam format is most easily applied with small groups.

Applications

Action learning, team learning, team support - especially ad-hoc or transitory teams, trouble-shooting, business and project support, coach & mentor support, counsellor & psychotherapist support, vocational rehab support groups, training.

Get in touch with any new applications you notice, or discover!

PREPARATION PHASE

Each person attending the meeting is clear about how they hope to benefit from the meeting. Groups that prepare formally usually limit presentations to one side of a piece of paper.

Example Times

PRESENTING PHASE

The first person to receive help (Person A) describes their situation - or reads out their preparation.

- ◆ Only Person A speaks.

4'

CLARIFICATION PHASE

Each member makes sure that he, or she, clearly understands the situation and the desired outcome of the meeting from Person A's point of view.

Questions are asked to discover, and clarify recognised and unrecognised assets, such as:

Ways in which Person A is doing better than he/she thinks he/she is.

Recent progress made with ideas, thoughts, and actions.

- ◆ The members of the group ask questions in NO PARTICULAR ORDER.
- ◆ The team asks open questions - questions that invite clarification.
(Leading questions are discouraged - "~~Have you thought of/ considered/ tried out x?~~" .)

6'

AFFIRMING PHASE

Each member of the group tells Person A briefly what they are most impressed with about their presentation.

(Each person does not have to be impressed with something new!)

- ◆ Person A listens quietly to each item of positive feedback.
- ◆ Person A remains silent except to say "Thank you".

3'

REFLECTING PHASE

- ◆ The members of the group TAKE IT IN TURN to say one thing at a time in response to Person A's presentation.

- ◆ If one person has nothing to offer they say "Pass" and this cycle continues until everyone has said all they want to say, or they run out of time.

- ◆ While the team is reflecting Person A remains silent and listens!

The benefit of "reflecting" this way is that the inputs tend to build creatively on each other. E.G. one person's reflecting sparks off another person.

The input offered at this stage includes anything that each team member considers relevant. E.G. technical input, advice, reflections, metaphors, even poetry!

12'

CLOSING PHASE

- ◆ Only Person A speaks

Person A responds briefly to what was said.

Usually stating what they feel is most applicable.

Person A sets himself, or herself, a goal for achievement by the next meeting.

Nominates the next person to receive the help from the group.

5'

Total = 30'

Times to be agreed before each round. Above are example times.

In self-facilitated meetings it is helpful if each member of team has an SFRTeam handout.