

**Exercise 4****BALL OF WOOL****SITUATION**

- Agreeing on the topic
  - Exploring whether the participants are open to a conversation about inappropriate behaviour
  - Encouraging them to speak out about why they do or don't want to talk about the topic
- Tip: first ensure that the group feels safe

**PARTICIPANTS**

Variable

**MATERIAL**

- Balls of wool
- Flipchart/slide/... with the questions

**TIME**

Depending on the number of participants,  
about 3 minutes per person

**OBJECTIVES**

- Gauge how participants feel at the start of the session
- Create a safe space, so the participants receive the message that having uncomfortable feelings is okay
- Their resistance to engaging in the conversation diminishes when they are able to express why they do not want to be there
- The trainer can recognise their engagement when they are able to express why they want to be there

## Exercise 4



### SEQUENCE

#### The trainer:

1. Show the 4 questions below

- I am ...
- I have been working here since ...
- I want to be here today because ...
- I don't want to be here today because ...

First answer the questions honestly yourself. This way the trainer sets an example for the participants. They may have a mental block on the topic or the meeting. When you begin by answering the questions yourself, you can lower the participants' resistance.

2. Throw someone a ball of wool while keeping hold of the loose end. Whoever catches the ball of wool, answers the questions. It's important that everyone answers all the questions.
3. Give a short summary of what's been said after everyone has had a turn. The trainer begins with: "This is where we stand. These are the reasons why we don't want to be here: ... And these are the reasons why we do want to be here today: ... Thank you for your answers. "