

09:01:38 From Kesha Lee to Everyone:
Hello everyone!

09:01:51 From Tamar Kagan (She/Her) to Everyone:
Good morning! Great to be here

09:02:02 From Elspeth MacEwan to Everyone:
Hi from Ottawa Canada

09:02:05 From Siat Yeow to Everyone:
Hello Everyone 😊

09:02:09 From Kathleen Forrester to Everyone:
Greetings from cold (but very sunny) Ann Arbor

09:02:24 From Colleen Bertrand to Everyone:
Hello from Philadelphia!

09:02:44 From Judy Skeen to Taylor Culliver(Direct Message):
Taylor – if you have any feedback about how I did OHQ let me know– I will work to shorten my remarks so we can get to more of the questions.

09:08:26 From Veta Goler to Everyone:
, “An acorn does not have to say, 'I intend to become an oak tree'. Natural intelligence intends that every living thing become the highest form of itself and designs us accordingly

09:08:29 From Kesha Lee to Everyone:
Reacted to ", “An acorn does not...” with ❤️

09:08:32 From Amy Hoogervorst to Everyone:
Reacted to ", “An acorn does not...” with ❤️

09:08:41 From Taylor Culliver to Everyone:
–Sonya Renee Taylor

09:09:27 From Taylor Culliver to Everyone:
“How does the object you’ve chosen help you or remind you to see yourself whole?”

09:22:12 From Kesha Lee to Everyone:
Thank You Chalon and Melissa

09:30:22 From Loretta Staples to Everyone:
Bad: I felt interrogated.

09:30:28 From Brandi Shah (she/her) to Everyone:
“What are you?”

09:30:31 From Hyeon-Ju ("hyun-joo") Rho to Everyone:
Intrusive question: “Why didn’t you...”

09:30:31 From David Dill to Everyone:
Bad: Did you do what I told you to do?

09:30:33 From Maggie Chumbley to Everyone:
Don’t you think...

09:30:35 From Jennie to Everyone:
What were you thinking?

09:30:37 From amy to Everyone:
Not: Who hurt you?

09:30:39 From Philippe Danielides to Everyone:
Don’t you think you should do [this]?

09:30:44 From Saiyyidah Zaidi to Everyone:
Not – where are you from?

09:30:45 From Amy Hoogervorst to Everyone:
Intrusive: Why did you ...

09:30:51 From Karen to Everyone:
Did you actually mean that?

09:30:52 From Loretta Staples to Everyone:
What ARE you?

09:30:53 From Brian Donnelly to Everyone:
Did you ever consider

09:30:58 From Marie Glaser to Everyone:
Say more . . .

09:30:58 From Michelle Bodle to Everyone:
Not: "Are you sure...?"

09:31:01 From Michelle Mock to Everyone:
unhelpful ---- asking an 'either/or' question.

09:31:05 From Brian Donnelly to Everyone:
Did you ever consider

09:31:07 From Jennie to Everyone:
What was the hardest part about that for you?

09:31:07 From Kesha Lee to Everyone:
Bad Question: Aren't you glad you're better off because of
slavery? You were born in the America and not Africa.

09:31:09 From David Dill to Everyone:
Why is your door locked?

09:31:12 From Hyeon-Ju ("hyun-joo") Rho to Everyone:
Wouldn't it be...

09:31:29 From Brandi Shah (she/her) to Everyone:
Ok (not actually a question): Tell me more about that

09:31:30 From Elspeth MacEwan to Everyone:
Why do you always...?

09:31:35 From Elspeth MacEwan to Everyone:
That was bad

09:31:37 From Judy Skeen to Everyone:
What would you do if you knew you wouldn't fail?

09:31:40 From Taylor Culliver to Everyone:
Good question: If you had to describe that feeling as a shape,
what would that shape be?

09:31:43 From Brian Donnelly to Everyone:
What may your closest friend advise

09:31:43 From Michelle Mock to Everyone:
What does that mean for you....

09:31:48 From Saiyyidah Zaidi to Everyone:
Open door – how are you doing that? I'd like to do the same...

09:31:48 From Jennie to Everyone:
Open: what was the hardest part about that for you?

09:31:48 From Marie Glaser to Everyone:
Can you say more?

09:31:54 From Maggie Chumbley to Everyone:
Where are you in your thinking?

09:31:56 From Judy Skeen to Everyone:
Is this a familiar feeling to you?

09:31:58 From Tamar Kagan (She/Her) to Everyone:
Open – what would be possible if...

09:32:00 From Colleen Bertrand to Everyone:
I'm wondering...

09:32:01 From Derick Deal to Everyone:
What do you want to see in the rearview mirror at the end of your life?

09:32:02 From Michelle Mock to Everyone:
What's coming up for you?

09:32:05 From Michelle Bodle to Everyone:
Open Door: Where do you sense freedom and where is it leading you?

09:32:06 From Elspeth MacEwan to Everyone:
How do you think we can address the fact that XXX?

09:32:09 From Hyeon-Ju ("hyun-joo") Rho to Everyone:
What's important to you in this?

09:32:10 From Maggie Chumbley to Everyone:
How did it feel to say that?

09:32:13 From Kathleen Forrester to Everyone:
Have you ever been through anything similar?

09:32:13 From Marie Glaser to Everyone:
What's behind your thinking?

09:32:14 From Tamar Kagan (She/Her) to Everyone:
what's interesting about that for you?

09:32:19 From Brandi Shah (she/her) to Everyone:
Is there anything I can offer?

09:32:20 From Chalon Bridges to Everyone:
Tell me more

09:32:25 From Jennie to Everyone:
How do you see yourself....?

09:32:38 From Elspeth MacEwan to Everyone:
What do you like about how you did that?

09:33:09 From Kesha Lee to Everyone:
Good Question: How would you like me to hold space for you?
(i.e. listen deeply no response, reflect back etc.)

09:34:12 From Michelle Mock to Everyone:
Where is this showing up in your body?

09:35:08 From Elspeth MacEwan to Taylor Culliver(Direct Message):
I don't think I received the prep for session 4. I guess I can go to the portfolio to find it, or can you send me an email?

09:35:43 From Taylor Culliver to Elspeth MacEwan(Direct Message):
I'm happy to resend the email! And you can find it in the portfolio as well. I'm sorry you didn't receive it.

09:35:52 From Elspeth MacEwan to Taylor Culliver(Direct Message):
Thanks so much

09:36:10 From Taylor Culliver to Elspeth MacEwan(Direct Message):
Here's the link for the portfolio: <https://couragerenewal.org/foundations-participant-portfolio-jan-feb-2023-weekends/session-four/>

09:36:15 From Taylor Culliver to Elspeth MacEwan(Direct Message):
And i'll get you that email shortly

09:37:05 From Elspeth MacEwan to Taylor Culliver(Direct Message):
perfect

09:39:19 From Taylor Culliver to Tamar Kagan (She/Her)(Direct Message):

We'll def have time for some questions on this when she's done with this intro 😊

09:40:53 From Taylor Culliver to Everyone:

Good open examples: How does this situation make you feel? What words (or images) would you choose to describe your feelings (or fears, hopes, expectations, etc.) about this situation?

09:41:15 From Taylor Culliver to Everyone:

Leading examples of questions: Does this situation make you feel hostile and resentful? Are you afraid you will lose your job? Don't you think it's just a question of having faith?

09:41:45 From Taylor Culliver to Everyone:

Good open, honest examples: How do your family relationships relate to this situation? Where might you find support as you try to deal with this situation?

09:41:57 From Taylor Culliver to Everyone:

Leading examples: Don't you think this problem stems from your relationship with your mother? Have you considered attending counseling? Have you tried going to church more often?

09:43:11 From Taylor Culliver to Everyone:

An open honest question...

... is one to which the questioner could not possibly anticipate the answer

... is brief and to the point

... is not larded up with background considerations and rationale

... does not paraphrase what has been said, and instead uses the other's words as much as possible

... asks about feelings as well as facts

... can be intuitive; intuition is to be trusted, even if your instinct seems "off the wall"

... is not about you, so don't include your storytelling or behaviors that draw attention to yourself

... is simple, open and straightforward. It doesn't have a yes-no, right-wrong answer

... often begins with what, when, where, who or how – not why (as why suggests that the receiver needs to justify herself about some aspect of the issue)

09:45:31 From Taylor Culliver to Everyone:

Case Study: I am having great difficulty with another staff member in my school. We both teach grade eight. I believe strongly that teachers should collaborate with one another, and plan lessons together. This ensures that there is equity between the classrooms for the students. I am feeling pressure from parents of students in my class, who feel that my class expectations are "harder" than my colleague's and that their children are not being treated fairly. I have approached my colleague on several occasions to set a time to

meet together to discuss our classes and to plan together. He has agreed twice, but then he cancelled at the last minute. I am losing patience with this colleague, and feel pressure to find a way to solve this problem.

09:46:08 From Taylor Culliver to Everyone:

Have you considered changing the grade you teach, or changing schools?

09:46:31 From Loretta Staples to Everyone:

Are any changes possible?

09:46:36 From Taylor Culliver to Everyone:

When you do meet with your colleague, what do you hope will happen?

09:47:04 From Taylor Culliver to Everyone:

Do you think your colleague is incompetent?

09:47:14 From Tamar Kagan (She/Her) to Everyone:

Rewrite of first question could be – what options have you considered?

09:47:19 From Amy Hoogervorst to Everyone:

What assumptions are you making about your colleague?

09:47:22 From Brandi Shah (she/her) to Everyone:

How are you experiencing our shared work environment these days?

09:47:32 From Tamar Kagan (She/Her) to Everyone:

What's important to your colleague?

09:47:35 From Sarah Merchant to Everyone:

What is your relationship with your colleague?

09:47:38 From Taylor Culliver to Everyone:

How would you describe your expectations for your students?

09:47:57 From Taylor Culliver to Everyone:

How would you describe your relationship with the parents of your students?

09:48:19 From Tamar Kagan (She/Her) to Everyone:

what are the parents needing/wanting?

09:48:20 From Katherine B she/her to Everyone:

When you think about the parents what comes up for you?

09:48:36 From Amy Hoogervorst to Everyone:

What do you notice inside of you when you think about your students' parents?

09:48:36 From Karen to Everyone:

What image would you use to describe your relationship with the parents?

09:48:37 From David Dill to Everyone:

What is most important for you now?

09:48:46 From amy to Everyone:

What has been your experience with parents throughout your career?

09:48:50 From Tamar Kagan (She/Her) to Everyone:

What do you and the parents both want?

09:49:06 From Taylor Culliver to Everyone:

Have you considered lowering your expectations so the parents

won't complain?

09:49:22 From Michelle Mock to Everyone:

What have you considered?

09:49:26 From Taylor Culliver to Everyone:

Are you hard to get along with as a professional?

09:49:38 From Kathleen Forrester to Everyone:

How would your colleagues describe you?

09:49:46 From Jackie to Everyone:

What is your working style?

09:49:47 From Michelle Mock to Everyone:

What feedback have you received from parents? ..or colleagues?

09:49:48 From Tamar Kagan (She/Her) to Everyone:

What's your part in this?

09:49:56 From Derick Deal to Everyone:

What's your sense of how others experience you?

09:49:58 From David Dill to Everyone:

what is best about your work?

09:50:01 From amy to Everyone:

Is there a metaphor for your relationship with colleagues?

09:50:28 From Katherine B she/her to Everyone:

Describe a landscape that reflects your relationship with your colleagues

09:51:21 From Taylor Culliver to Judy Skeen(Direct Message):

Want to move to questions from them? We've got about 6-7 minutes left 😊

09:52:10 From Taylor Culliver to Everyone:

Have you considered complaining to the principal?

09:52:17 From Taylor Culliver to Everyone:

Do you think your school's curricular expectations are fair and reasonable?

09:52:38 From Amy Hoogervorst to Everyone:

What are the curricular expectations at your school?

09:52:41 From Michelle Mock to Everyone:

What is our shared purpose?

09:52:57 From Sarah Merchant to Everyone:

"fair and reasonable" is subjective

09:52:58 From Kesha Lee to Everyone:

Are there ways you might imagine expanding your/the school's approach to curricular standards?

09:52:58 From amy to Everyone:

What does fair and reasonable curriculum look like to you?

09:53:07 From Katherine B she/her to Everyone:

When you think about your schools expectations what do you feel in your body?

09:53:22 From Michelle Mock to Everyone:

What outcomes are you seeking?

09:53:25 From Marie Glaser to Everyone:

What commonalities exist between you & your colleagues?

09:53:49 From Michelle Mock to Everyone:

What would success look like...in the relationship and in the outcome?

09:54:01 From Taylor Culliver to Veta Goler(Direct Message):

I think I'm having the same problem as you now. I can't see half the things she's saying haha

09:54:22 From Veta Goler to Taylor Culliver(Direct Message):

Ikr!

09:54:23 From Karen to Everyone:

What is your desired outcome? Teachers often don't "set" the curricular expectations.

09:55:17 From Michelle Mock to Everyone:

What are you most longing for?

09:57:06 From Brandi Shah (she/her) to Everyone:

Would it be okay to ask you questions/talk about X?" We often overlook the significance of asking permission to engage before engaging which allows the potential sharer more agency and reflection about how ready/interested they are in engaging in a specific way (espeically around harder topics)

09:57:08 From Katherine B she/her to Everyone:

How does 'losing patience' impact you? (Is that one?)

09:59:08 From Colleen Bertrand to Everyone:

Thanks for asking this Sarah!

10:00:11 From Colleen Bertrand to Everyone:

Thanks David!

10:03:04 From Sarah Latta to Everyone:

thank you so much for those responses

10:04:28 From Tamar Kagan (She/Her) to Everyone:

Really helpful Taylor – 'what would be helpful for you in this moment'

10:04:58 From Michelle Mock to Everyone:

Offering the question from a place of knowing that they are whole, complete and inherently wise and capable. The question is a offer for them to take and work with not to guide them.

10:06:49 From Amy Hoogervorst to Everyone:

Reacted to "Offering the questio..." with ❤️

10:08:07 From Kesha Lee to Everyone:

Thank you for your reflection Michelle. It reminds me to do additional work to not be attached to the decision/path the friend chooses to take for themselves.

10:08:39 From Michelle Mock to Everyone:

Reacted to "Thank you for your r..." with ❤️

10:12:40 From Kathleen Forrester to Everyone:

Reacted to "Offering the questio..." with ❤️

10:13:13 From Judy Skeen to Taylor Culliver(Direct Message):

So 10:14-34 and 10:34-54? Or want us to shorten our 20 minutes sessions by a few minutes each?

10:13:34 From Taylor Culliver to Judy Skeen(Direct Message):

I think we can stick to the 20, your timing looks right 😊

10:14:25 From Karen to Everyone:

Yesterday's New York Times had an article by David Brooks about Caring for a Friend in Despair. It's about suicide and his friends' journey. It's also Brooks' transition from fixing/solution providing to more open & honest questions and being present.

10:59:11 From Loretta Staples to Everyone:

Living into the metaphors presented in our smaller groups was wonderfully surprising. Inspiring.

10:59:41 From Brandi Shah (she/her) to Everyone:

I have learned so many diverse, inclusive approaches to use in other spaces to help contemplate in similar ways

10:59:49 From Kesha Lee to Everyone:

The Paradox exercise invited me to experience a family issue from a new (somatic) perspective

11:00:10 From Tamar Kagan (She/Her) to Everyone:

Very rich session. Thank you 🙏

11:00:14 From Amy Hoogervorst to Everyone:

Wonderful session – again. Thank you all.

11:00:22 From amy to Everyone:

A found poem: “Stand in the Tragic Gap” / River of Life, a current / pushes my legs, rushes on / swirls around to embrace / me / as I stand / whole and fragment / an invitation to Being.

11:00:53 From Carolyn Barker-Villena to Everyone:

feeling light and refreshed today And also sad knowing next week is our last session together