

Facilitation Tool Box: Ten Reframing Strategies

- 1. Redirect.** This strategy is effective when you need to take a focus off of one person (who is taking up a lot of group time), and redirect it to a larger issue that applies to the whole group. Example: "Janae brings up an excellent point, lets apply this to the miseducation cycle"
- 2. Proximity.** If youth are engaging in side conversations, or are off task, simply walking closer to them as you continue to facilitate may support them in refocusing their attention, without you having to engage them.
- 3. Bounce questions back to the whole group.** When an individual asks a particularly difficult question and you feel stumped, throw the question back out to the whole group. This can also be used as a strategy when someone asks a question or makes a statement that you do have an answer for, but do not want to shut that person down as the "holder of space", you can allow another participant to support in the education process.
- 4. Answer a challenge with a question.** When there is a statement or comment that challenges the premise of the training philosophy, try to facilitate learning by pushing the individual to deeper thinking with a well placed question.
- 5. Reflect on the agreements.** Use group agreements to set the tone of your conversation. Remind the group about those agreements when they are violated.
- 6. Acknowledge anger and Validate those feelings (do not dwell).** When a participant expresses anger or frustration around a sensitive topic, validate the feelings. This does not necessarily mean you are validating the content of what that person is saying. You are simply acknowledging when someone is frustrated, sad, angry, or scared. Do not dwell too long on your validation, but do not forget to acknowledge the depth of strong feelings in the room.
- 7. Keep it moving.** Do not get bogged down on certain topics. Continue to direct participants to the flow of the agenda, and the learning goals for the day.
- 8. Reflect back and then reframe.** When a participant introduces a concept that adds value, reflect back what they say, and then apply to the larger framework.

When a participant introduces a comment that does not support the larger framework, is off topic, or is detrimental to the framework, you can also reflect back what you hear the person saying; REFRAME what they have said by restating the overarching framework.
- 9. Remind the group of agreements before difficult topics.** Pull out group agreements that might have particular value to a specific topic PRIOR to engaging in the activity. This is done to prep participants for how to engage with difficult concepts.
- 10. Remind the group that everyone who lives in this country has internalized oppressive ideas, so be gentle with one another.** As people share difficult or triggering feelings, try to stay present as the facilitator. Notice what feelings/ reactions are being triggered in you. Let people have their own experience. Do not try to talk them out of their emotions.