

### The Power of Affirmation

The Power of Affirmation exercise is designed to provide a unique and deeply personal experience between each member relationship in the Forum. This exercise targets the blind and hidden windows within the Johari Window through the public sharing positive affirmations between forum members.

#### Setup:

- Share objective of exercise with the group
- Facilitate a brief reteach of the Johari Window with a key focus on the power of feedback within the blind quadrant and the power of disclosure and vulnerability within the hidden quadrant.
- Explain that highly functional Forums open the hidden window of their member relationships by disclosing their emotions for one another and the disclosure process naturally reduces blind windows within member's and their shared relationship. By simultaneously illuminating both quadrants the unknown is diminished between members and deeper connections are possible.

#### Facilitation:

- Have the members sit in a circle with one chair in the center.
- Ask one member take a position in the center chair. The member in the center chair is to participate through listening only.
- Prime the member in the center chair by exploring the concept of receiving words as gifts and to accept them as such; being completely open and accepting.
- Provide a printed copy of the following prompts to members sitting in the outside chairs.
- Prepare the outside members by challenging them to channel the deepest emotions associated with each prompt regarding the member sitting in the center.
- In random order, have each outside member share their reflection with the member in the center chair. Instruct the members to focus only on the prompt and to filter extraneous information. Depth is the goal.
- After each member has shared the first prompt facilitate the group through the second prompt and so on.
- Continue with the process until each member has had the opportunity to be in the center chair.
- Be mindful of centering the group before beginning with each member

Once all of the prompts have been shared have the center member stand and personally thank each member. Embraces are common.

#### Debrief:

Once the gratitude is complete ask the center member to describe their experience in one word followed by their most significant takeaway from the affirmation experience.

Once all members have gone ask the group, "How has your Forum evolved as a group today?"

#### Affirmation Prompts:

1. From you I've learned.....
2. In you I see.....
3. For you I hope....
4. Between us I feel...

#### Timing:

The facilitator can modify the timing of the exercise by reducing prompts prior to the facilitation and by setting parameters/providing guidance around duration of shares. For most Forums this is a three-hour experience with a built in break.