

### *Dialogue meeting method E: In-depth discussion of data through group dialogue (spiral dialogue)*

Time: 1 ½-2 hours, depending on objective and group size

Participants: 4-10 participants

Facilitator: required experience Preferably experience with group dialogue

Participants: required experience to achieve the desired results from the group dialogue, it is a good idea to involve the participants in preparing the meeting, for example in relation to the choice of themes/questions or focus area to be explored through group dialogue. As a minimum, the participants should be informed in advance about the objective and the format of the meeting, the themes or questions, as well as the ground rules for the group dialogue (see below).

This method is a good way of getting everyone actively involved and is particularly suited to drawing out different perspectives on the concrete situation behind the numbers in the reports. The method requires a certain degree of trust in the group as well as structured facilitation of the dialogue.

Practicalities: Make sure the meeting takes place in an appropriate room where participants can work without interruption and with room for everyone to sit around the same table and see one another clearly.

#### Introduction (10 min.)

The facilitator gives a brief introduction to the objective of the meeting and the intentions behind it. It should be explained clearly what the result of the meeting will be used for and to whom the result will be communicated (where relevant). In addition, the method and the ground rules should be reviewed as the framework for the meeting.

#### The method

The participants are first given an opportunity to reflect on the most relevant results from the WPA. Next, they take turns speaking, and participants do not speak out of turn or interrupt one another. A participant may give up his or her turn. No one may speak for too long at a time. The dialogue continues as long as there is time left, or until everyone gives up their turn. Agreeing on a timeframe (15 minutes for example) for each theme or question can be a good idea, depending on the number of participants and what is felt to be appropriate. A maximum of 3-4 questions is recommended depending on group size.

The facilitator should agree with the group on how time is to be managed and how the various points made are to be recorded after each round, for example by taking notes during the dialogue. If the facilitator is the unit's leader and the topic concerns their leadership, the facilitator should refrain from participating.

At the outset, the facilitator should clarify whether s/he will participate in the dialogue. If the facilitator participates, s/he should be the last to speak in each round.

## Ground rules

Examples of good ground rules:

- Everyone should participate actively, but it is ok to give up a turn.
- Everyone should have an open, receptive attitude.
- That everyone should communicate respectfully.
- It is OK to change your mind during the dialogue.
- To make an agreement on what can and cannot be shared afterwards.

## Dialogue on selected questions (1 hr. for example)

The facilitator introduces the selected questions (perhaps writing them down in advance on a flip chart or whiteboard).

If the group dialogue is to focus on a previously agreed area, relevant questions might be:

- We have decided that \_\_\_\_\_ (well-being, for example) is a focus area. How would you describe \_\_\_\_\_ (well-being, for example) in our unit right now? What already works well? And what could be changed for the better?
- Where and in relation to what should our \_\_\_\_\_ (well-being, for example) be improved?
- We score relatively low on \_\_\_\_\_ ('workload, stress and loneliness' for example). What do you think is our greatest challenge in relation to this theme?
- In relation to the last round: Where do you think we should focus our efforts to improve this? Are there low-hanging fruits we can pick in relation to \_\_\_\_\_ ('workload, stress and loneliness' for example).
- What goals should we set for ourselves in relation to \_\_\_\_\_ (well-being, for example)?

The group dialogue can also focus on questions such as:

- What numbers in our WPA do you think are the most important for us to do something about? Where can we most quickly achieve a marked improvement with an effect on our work environment? And is there anything that calls for urgent action?
- What do you think it means that the overall assessment for \_\_\_\_\_ ('workload, stress and loneliness' for example) is \_\_\_\_\_ (state the assessment). What might be behind this?

The facilitator opens each round by asking the next question and by giving the floor to the first participant. The facilitator should also thank the group when time has run out, or when/if everyone gives up their turn.

It is a good idea for the facilitator to encourage participants to respond to and comment on other participants' contributions where relevant when it is their turn to speak.

### Wrapping up the group dialogue (15 min.)

At the conclusion of the group dialogue, the facilitator wraps up with questions such as:

- What are the most important points that have emerged today in relation to our discussion of the selected questions?
- What is the next step?

Finally, the facilitator should thank everyone for their contributions, as well as recapping any agreements about what can be shared with whom afterwards decided on in the ground rules.

In addition, it can reinforce the group's learning process by giving all participants one minute to reflect on 'What have we gotten out of speaking together in this way?' and asking them to share their thoughts with the rest of the group afterwards by taking turns saying one sentence out loud, either clockwise or counterclockwise as in the group dialogue.