



10-30m



TRIADS

## DESCRIPTION

Triads is a tool which can be used in a variety of contexts, with a variety of groups, and for a variety of purposes based on the process. It is a very simple structure that allows for deep listening, sharing, and space for ideas and understandings to emerge. The basic structure of the Triads is to have each person speak to one or two main questions. For example, if using Triads as part of reflection, a question might be “What are you learning about your own practice through this project?” or “What is your key learning from what has not been successful?”



## PREPARATION

Invite participants to form groups of three, i.e., triads. If the number of participants in your group is even, then you can decide to either one form one group of four or a couple of pairs. Ask participants to arrange their seats so that each triad can speak to each other easily.



## MATERIALS

- Bell or Timer
- Moderation Cards



## TOOLS

None

ALL PHASES



DIALOGUE & FACILITATION

**STEP 1** **IN PLENUM:**

Introduce the method and roles. Speak the purpose of the triads and the main question. Speak that there are three roles of the triad, speaker, listener, and observer/witness, and that each person in each group will take turns in each role. Share the descriptions of each role:

*Speaker*

Speak with intention to the question. Do not just download what you know, but find the courage to explore a feeling, a thought or an impression that is with you as you speak. Do not lose your focus from the question.

*Listener*

Listening is a way of showing respect and care for another person. Listening is a way to learn and grow. Listening without interruption and with attention takes concentration and allows the speaker to speak more clearly.

*Witness/Observer*

When you fill the role of witness/observer, you observe the speaker and the dynamic between the speaker and listener. Pay attention to what lies beyond the words, like tone, body language, or posture. At the end, you will have the opportunity to share your observations with the speaker, possibly revealing something they might have not been aware of.

Invite each triad to determine the order in which they will rotate the three roles. Share what you want people to come back to the plenum with, e.g., important questions from each participant, or a combined reflection, etc.

Tell the group you will ring a bell or timer to begin the exercise and when it is time to switch roles. Ring the bell, and watch the clock.

**STEP 2** **IN TRIADS:**

Enter the process and after the set time indicated by the sounds of the bell or timer, switch roles.

**STEP 3** **IN PLENUM:**

Invite people together and ask each group or individual to share what they have captured. In some cases, you might want to cluster similar results.