

Intervision Standard method

The default method consists of the following steps:

- **Insert question: 5 minutes**

Contributor introduces his question and provides a brief explanation.

- **Ask questions/analysis phase: 15 minutes**

Group members take turns asking a question. No judgment, no interpretation. Rounding off with classification/summary by the contributor. Then reformulate the question/problem by the contributor.

- **Discuss solutions: 5 minutes**

Each group member gives at least 1 suggestion or advice.

- **Responder's response: 10 minutes**

Contributor responds to advice. What appeals most? • **Evaluation: 10**

minutes

Evaluate process. How has everyone experienced it? Personal learning outcomes for group members. What hasn't been spoken yet?

Intervision Gossip method

The Gossip Method consists of the following steps:

- **Insert question: 5 minutes**

Contributor introduces his question and provides a short explanation

- **Ask questions/analysis phase: 10 minutes**

The participants explore the question and try to get more clarity about the problem.

- **'Gossiping': 10 minutes**

The introducer sits away from the circle. Group members 'gossip' with each other and eventually come to a number of conclusions.

- **Responder's response: 10 minutes**

The introducer returns to the group and tells how he experienced it. What hit him? Does he share the conclusions of the group members?

- **Evaluation: 10 minutes**

Evaluate process. How has everyone experienced it? Personal learning outcomes for group members. What hasn't been spoken yet?

Intervision Clinic method

The Clinic method consists of the following steps:

- **Introduction situation: 5 minutes**

Introducer introduces briefly explains the situation in which he wants to practice and indicates where the bottlenecks are.

- **Demonstration: 10 minutes**

Introducer demonstrates the course of the conversation. In one chair he plays himself, in the other chair he demonstrates the reactions of his interlocutor.

- **Try alternatives: 20 minutes**

If the discussion situation and bottlenecks are clear, the contributor permanently takes the place of his discussion partner. The other group members are given the opportunity to play the role of the contributor and show what alternative approach they see.

- **Rating alternatives: 5 minutes**

Contributor indicates which alternatives appeal to him or not.

- **Try out chosen alternative: 10 minutes**

Contributor tries out the most appealing alternative. Another group member plays a counter role.

- **Evaluation: 10 minutes**

Introducer evaluates exercise. Group members provide feedback on observed behavior and reactions.

Intervision Hologram Method

The Hologram method consists of the following steps:

- **Drawing: 10 minutes**

The submitter makes a drawing of the context of the question to be submitted. A spontaneous drawing is sufficient

- **Introduction: 5 minutes**

Contributor outlines the question and shows the drawing. The drawing is placed in the middle and remains visible

- **Exploration: 15 minutes**

The group members look at the drawing and say what strikes them and the contributor has not (yet) said. Interpret the drawing together with terms of, for example, far poet row, full-empty, cheerful-depressing, placement of extras and contributor himself

- **Further exploration by contributor: 5 minutes**

Contributor now tells what he is mainly looking for an answer to.

- **Interpretation: 15 minutes**

After a short preparation, each of the group members formulates their own answer to one or more of the following questions for the contributor:

- o How does the environment want the contributor to feel or behave?
- o What does the context or organization do with the contributor?
- o What does the environment apparently expect from the contributor?

The contributor then responds to the interpretations; what appeals? What not?

- **Evaluation: 10 minutes**

Introducer evaluates exercise. Group members provide feedback on observed behavior and reactions.

Intervision Success method

The success method consists of the following steps:

- **Introduction to success experiences: 15 minutes**

The contributor tells – preferably extensively – about his success experiences. It is not only about success but also about context. The other participants listen and write down what they think are factors that have made the success possible.

- **Inventory of success factors and context characteristics: 15 minutes**

On a Flipchart, the success factors are inventoried, possibly broken down into (left) initiatives, and actions of the contributor, and (right) characterize the context. The contributor thinks along, corrects and adds.

- **Floor: 15 minutes**

Ask a round of questions and listen carefully. Try to distil 'finds' from the additional information provided by the contributor and from the combination of success factors: hitherto invisible success factors. The new (deeper?) success factors are noted on a second flap.

- **Evaluation: 5 minutes**

Answer the question: 'what do we learn from this now?'

The advice-only method

Step 1 Inventory of topics (5 min)

- The facilitator makes an inventory of those who want advice and writes these names on a flap with the subject. The group then determines a ranking of which topics should be dealt with first. The topic with the highest score is discussed first, followed by the other topics in descending order.

Step 2 Presentation first topic (5 min)

- The contributor briefly outlines his dilemma.

Step 3 1st advice round (3 min)

- The facilitator makes an inventory of who wants to give advice and writes these names on a flap. Then these people take turns giving advice. No discussion.

Step 4 2nd round of advice (3 min)

- The facilitator makes an inventory of those who want to give more advice and writes these names on a flap. Then these people take turns giving advice. No discussion.

Step 5 3rd round of advice (3 min)

- The facilitator makes an inventory of those who want to give more advice and writes these names on a flap. Then these people take turns giving advice. No discussion.

Step 6 Evaluation (1 min)

- The contributor indicates what the advice has yielded him.