



## At the beginning of the PLC session

### Template Module 1: Pre-Session within the group

- ① Compare the results of the individual preparation phase. Discuss what distinguishes model 1 from model 2 strategies.
- ② a) Consider together which model 1 strategies and values dominate in the joint work.  
Colour what applies to your PLC-work.
- b) Think together about the Model 2 strategies you will use in this session to compensate the Model 1 strategies you have identified. Underline in colour, what Model 2 skill you will practice in this PLC meeting?

Model 1		Model 2	
Values	Strategies/Skills	Values	Strategies/Skills
<b>Win don't lose</b> Assume you are right and the other person is wrong	<ul style="list-style-type: none"> <li>• Persuade to own point of view</li> <li>• When persuasion fails persuade harder</li> <li>• Speak in abstractions and assume that others do or ought to understand what you mean.</li> <li>• Take for granted the validity of one's own point of view</li> </ul>	<b>Increase the validity of information</b> Disclose, test and evaluate information. Information includes own and others' perceptions, beliefs, attributions, reasoning, and feelings	<ul style="list-style-type: none"> <li>• Disclose the reasoning that leads to your views</li> <li>• Provide examples and illustrations of your views</li> <li>• Treat own views as hypotheses rather than taken for granted truths</li> <li>• Seek feedback and disconfirmation</li> </ul>
<b>Avoid negative emotions</b> Attempt to win with as little upset to others as possible	<ul style="list-style-type: none"> <li>• Communicate negative messages indirectly through leading questions</li> <li>• Offer insincere praise</li> <li>• Assume the validity of own private attributions and evaluations</li> <li>• Protect self from negative emotions by minimizing own risk and responsibility</li> </ul>	<b>Increase respect</b> Treat others as autonomous agents, as well intentioned, and as interested in learning and capable of contributing to your own.	<ul style="list-style-type: none"> <li>• State your views without assuming their truth.</li> <li>• Listen deeply, especially when views differ from your own</li> <li>• Expect high standards and check how you are helping others to reach them.</li> <li>• Share control of the conversation including the management of emotions.</li> </ul>



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<p><b>Keep control of the task and the process</b> Take charge of both the work (task) and the process of how it is done</p>	<ul style="list-style-type: none"> <li>• Plan privately for how to get what you want</li> <li>• Make unilateral decisions about who is or was responsible</li> <li>• Avoid exploring ideas or topics that could derail own agenda</li> </ul>	<p><b>Increase internal commitment</b> Foster ownership of decisions by seeking honest reactions and building a sense of responsibility for choices made</p>	<ul style="list-style-type: none"> <li>• Share the problem and the problem solving process</li> <li>• Inquire deeply into doubts and disagreements</li> <li>• Require accountability for collective decisions</li> <li>• Foster public monitoring and review of decisions</li> </ul>
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- ③ a) Plan what to rehearse in the meeting by focusing on some of the skills. Share with each other how will you enact model 2 strategies in the meeting?
- b) Choose one observer who will focus on the communication in the meeting and the selected strategies of Modell 2. He/she tries to disclose whether model 1 or model 2 strategies is influencing the communication in the PLC meeting?

<i>a) Today we focus on....</i>	<i>b) Observer notes (eg. examples of model 1 or 2 strategies, communication patterns, effects on effectiveness )</i>