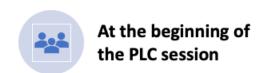


Template Module 1: Pre-Session within the group

- 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
Win don't lose	Persuade to own point of view	Increase the validity of	Disclose the reasoning that
Assume you are right and	When persuasion fails persuade	information	leads to your views
the other person is wrong	harder	Disclose, test and evaluate	Provide examples and
	 Speak in abstractions and 	information. Information	illustrations of your views
	assume that others do or ought to	includes own and others'	Treat own views as hypotheses
	understand what you mean.	perceptions, beliefs,	rather than taken for
	Take for granted the validity of	attributions, reasoning, and	granted truths
	one's own point of view	feelings	Seek feedback and
			disconfirmation
Avoid negative emotions	Communicate negative	Increase respect	State your views without
Attempt to win with as little	messages indirectly through	Treat others as autonomous	assuming their truth.
upset to others as possible	leading questions	agents, as well intentioned, and	• Listen deeply, especially when
	Offer insincere praise	as interested in learning and	views differ from
	 Assume the validity of own 	capable of contributing to your	your own
	private attributions and	own.	Expect high standards and
	evaluations		check how you are
	 Protect self from negative 		helping others to reach them.
	emotions by minimizing own risk		Share control of the
	and responsibility		conversation including the
			management of emotions.



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Template Module 1: Pre-Session within the group

Keep control of the task and	Plan privately for how to get	Increase internal	Share the problem and the
the process	what you want	commitment	problem solving process
Take charge of both the	 Make unilateral decisions about 	Foster ownership of decisions	Inquire deeply into doubts and
work (task) and the process	who is or was responsible	by seeking honest reactions	disagreements
of how it is done	Avoid exploring ideas or topics	and building a sense of	Require accountability for
	that could derail own agenda	responsibility for choices made	collective decisions
			Foster public monitoring and
			review of decisions

- 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?

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