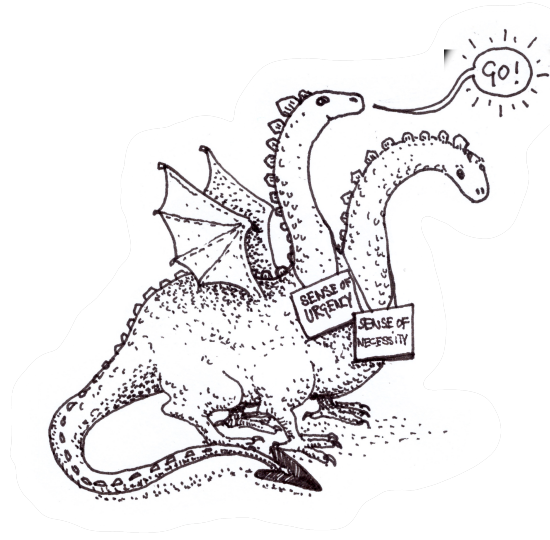




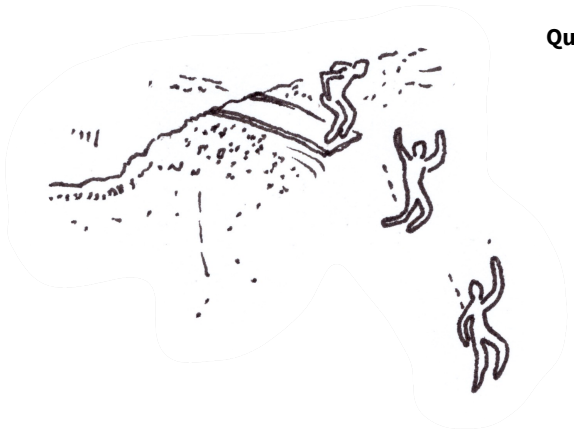
#### Questions to consider regarding The Protagonists stage:

- How can I create an experience right in the beginning that allows participants to be actors, creators and the content of the learning event itself?
- What do I want my participants to see, feel and experience within the first hours of the learning event?
- What emotions, experiences and thoughts do I want to provoke in the participants that are theirs and remain with them as a resource for learning throughout?
- What do the participants need to see, feel or experience to know that *this is about me*?



**Questions to consider regarding the NEED stage:**

- How can I create a safe enough environment that allows participants to admit that it might be worth investing energy into improving something?
- What first-hand experiences can I create for participants that exemplify the need to invest time and mental energy to explore a topic?
- What reflections can I stimulate in participants that allows them to clearly identify how things are and how they could be?
- How can I highlight the space after the learning as being desirable enough for participants to push through challenging moments in the learning journey?



**Questions to consider regarding the Go stage:**

- How deep is the jump I'm asking my participants to make and what symbols of support and safety do they require to enable them to make that step?
- What symbolism of change can I employ to make the transition from the known into the unknown tangible?
- How can I create the conditions for participants to take responsibility and ownership over their own jump?
- What mechanisms of physical and psychological safety can I establish to ensure learning support throughout the next challenges?
- In what ways can I use the physical space to evoke a literal departure?

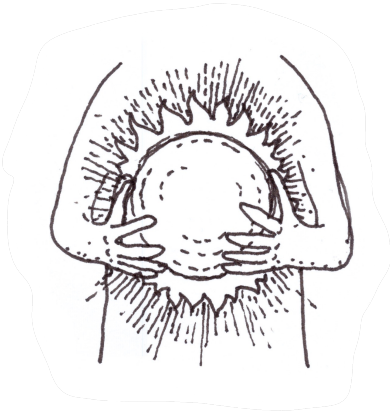


**Questions to consider regarding the Search stage:**

- How can I give my participants a chance to fail interestingly?
- How can we repeat crucial information and behaviours, but in ways that are enabling reflection and progress?
- What safe spaces, environments or moments can I build into the programme that allow participants to feel supported?
- How can I adjust the programme to different levels of challenge, based on diverse participant needs?
- Is the input I'm offering related to where my participants are coming from and where they are going?

**Questions to consider regarding the Find stage:**

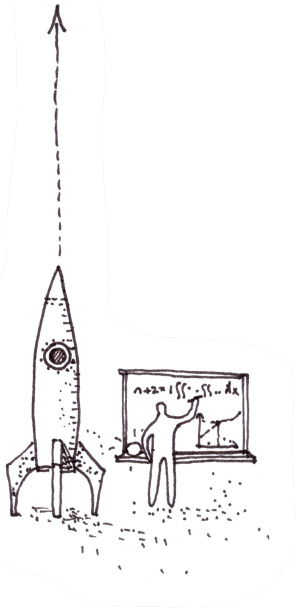
- What moments of self-reflection and realisation can I create in the process to foster the identification of turning points for participants?
- What methods can I use to visualise, verbalise or otherwise make tangible the insights that participants have generated for themselves?





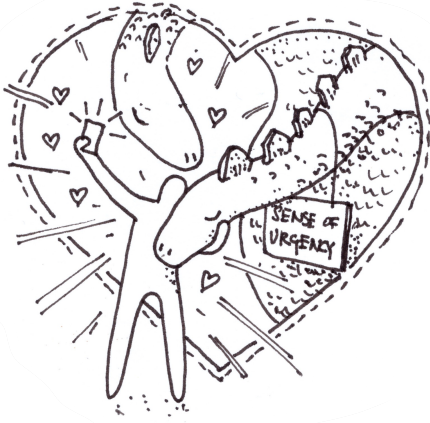
**Questions to consider regarding the Take stage:**

- How can I support my participants to operationalise their insights?
- How can my participants start using their new competences still in the setting of the course?
- What methods can I think of that can simulate the participant's reality in the setting of the learning event and rehearse the return?
- Who or what doesn't want the participants to be their new selves in the old context?
- How can you strategize together to overcome their objections?



### Questions to consider regarding the Return stage:

- How can I check if my participants are ready to transfer their competences to the world outside the learning space?
- What symbolic act can we perform to mark this transition?
- What can I do to create a feeling of beginning around this moment, rather than ending?



**Questions to consider regarding the Change stage:**

- What support will feel natural and make sense in my participant's world that can help them stay in touch with their insights and continue their growth?
- What kind of access will I have to my participants after our journey together? What can I realistically promise? What can they realistically accommodate?
- How can your participants really celebrate what they have learned and how can you celebrate with them?



