

TOOL DESCRIPTION

Journaling



Guided journaling leads workshop participants through a process of self-reflection that moves them through the Theory U process. This process allows participants to achieve a deeper level of reflection and to identify concrete action steps.




Journaling invites you to write freely to explore what you think, rather than simply thinking, reflecting on what you have thought and then writing down your thoughts. As a facilitator, emphasize that participants should just start writing and see what emerges.

Journaling is a personal process. If you're facilitating this process for others, it's important that you never require participants to share their journaling notes publicly.

For facilitators: After completing a journaling practice session, you may create an opportunity for the participants to reflect on the experience of journaling. Again, emphasize that the participants can decide what they want to share.

Duration 20 min	Participants no restriction	Facilitation paper for notes
---------------------------	---------------------------------------	--

Journaling | Process

Preparation approx. 30 min 	Facilitate the journaling exercise approx. 10–15 min 	Evaluate the exercise approx. 5–10 min 
<p>Prepare questions to ask the participants. These should be based on the current situation, but should not be too hard to think about. Use the example questions on the next page as inspiration. Ensure that you follow the Theory U principles in the storyline.</p> <p>The Theory U, developed by Otto Scharmer, is a framework for leading profound change. It involves a journey through a "U" shape, starting with sensing and observing, then moving down to achieve a deeper level of awareness, before emerging upwards with new insights and actions that enable you to address complex challenges effectively.</p>	<ul style="list-style-type: none">• Read one question after the other.• Move to the next question when you sense that most of the group is ready – 1 min per question is usually a good timeframe.• Don't give participants too much time. It is important to get into a flow and not to think too much.• Ask for complete silence in the room.	<p>After completing a journaling practice, you may create an opportunity to reflect on the experience of journaling. BUT: Emphasize that the participants can decide what they want to share. The idea is to reflect on the process and not the content.</p>

Journaling | Questions

1. What are my current challenges or frustrations?
Where do I need a change?
2. What situations am I experiencing right now where something new wants to emerge?
3. What limits me?
Where do I feel shackles that I would like to get rid of?
4. What do I particularly appreciate/love?
Where does my heart really open?
5. A bird's eye view of my current life from above:
What do I see?
6. I fast-forward my life as a movie: What is the essential thing I want to see?



7. My view from today toward the future: What is my main concern? What do I want to bring into the world? What is a core element of my future?
8. Where are the beginnings of my future visible?
9. To achieve my vision, what do I need to let go?
What's not needed any more?
10. What does a prototype for a key aspect of my vision in the next 3 months look like?
11. Who are the four to five people with whom I need to ally/team up and who can help me achieve my goal/reach my future?
12. For my future vision/goal to become practical, what concrete next steps do I need to take as of tomorrow?