

### Outsider Witness Exercise

An exercise four groups of four; one interviewer, one interviewee, and two outsider witnesses.

- 1. The interviewee describes something about their practice they are pleased with to the others in the group** (e.g. a step they have taken; a question they have asked; a conversation with colleagues)
- 2. The interviewee then tells a story or anecdote to illustrate how this is expressed in their work and describes what this might say about something they give value to in their practice.** The interviewer can ask questions to help them describe the story in detail.
- 3. The interviewer turns to the outsider witnesses (taking care to keep the first person in the observing position by not looking at them), interviewing them in turn using the following questions:**
  - a) Which particular words and phrases struck you as the person was speaking?
  - b) What image came to mind as they were speaking? What picture did their words paint for you? What sense did you get about the things that are important for them?
  - c) Why it is that you were drawn to these words and phrases? What did they connect with that's important to you? What is it about your own work or life that meant these things – out of all possible things – caught your attention?
  - d) What has it been like for you to be connected to this person in this way? How has it affected your thinking? What has it confirmed/challenged/ reminded you of? What might you want to remember from this?
- 4. The interviewee reflects back about the kind of experience this has been for them.**

The person who was the interviewer first then takes the interviewee role and speaks about something they are pleased with in their practice etc. Each person should get to experience each role.