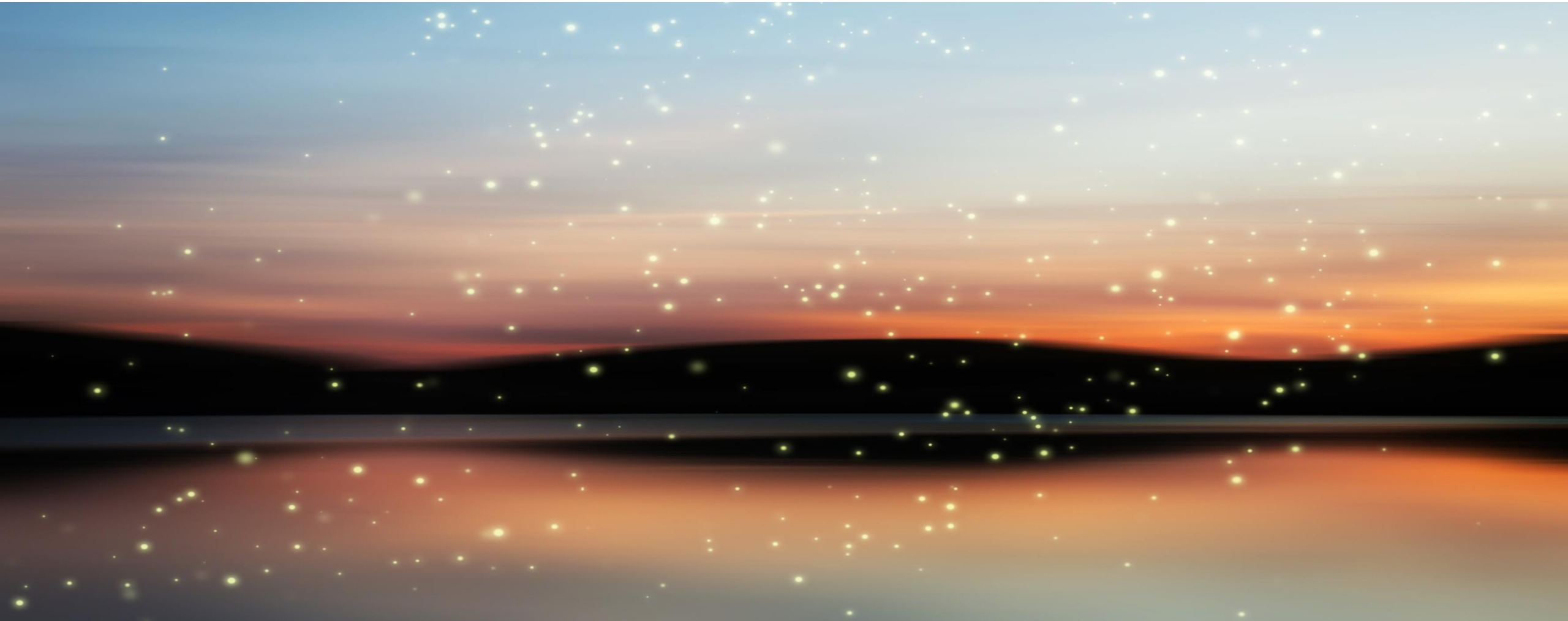
Lewis Deep Democracy: CoResolve



Check ins are used to:

- connect with people
- make sure people are aligned to what is happening in your session or meeting
- make sure everyone is acknowledged
- give space or airtime to important issues that need to be addressed. This way a meeting will surface the real problems while people still have energy for it.
- check for different viewpoints and any resistance.
- improve team dynamics; normalise sharing, build relationships and psychological safety
- recognise that we are not cogs or machines, we are not things
- add additional agenda points

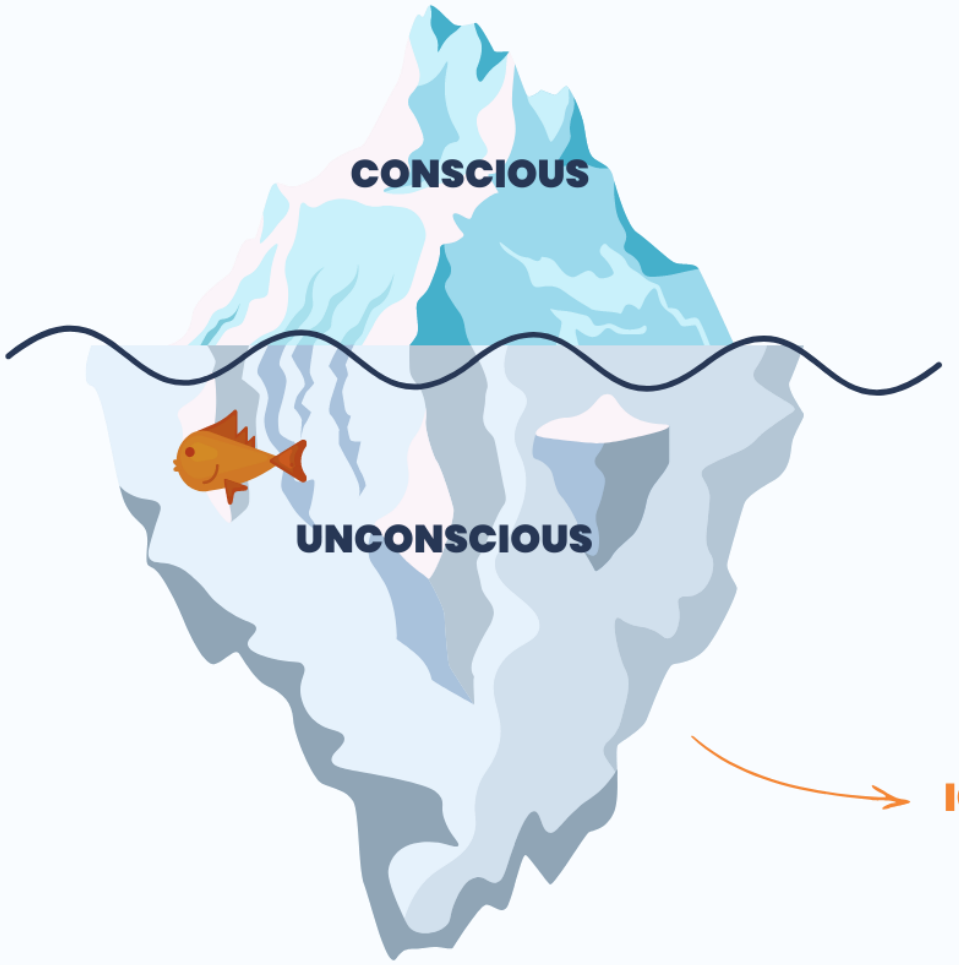
The process of a check in is to:

- be very present.
- invite others to say their check in, without conversation. Don't allow interruptions - this slows down the process & people may not continue the discussion. Could easily lead in sliding into different discussions that are not best placed to happen, and interruptions eat into the time others have to speak, so it makes the process unequal.
- listen without a reaction. If you respond people may automatically think that there is favouritism.
- go popcorn style – this helps the group stay present.
- present questions for check in that are relevant to the group, and ask them to answer.
- as facilitator, you check in first and model the depth, openness and time of answer.
- listen to understand – not respond, and make note of the key themes emerging from the check in
- once all have gone, summarise and share key themes from the check in to the group.

Setting up your first check in

- Remind yourself of the process of a check in
- Explain the process of a check in, go first and model time & openness
- Ask a relevant question(s) – helps the group be more present
- Make sure you give very clear instructions
- Work out how you will manage if people transgress the process
- Summarise what you've heard at the end of the check-in (key themes)
- Be aware of your inner state - notice your triggers/hooks. Are you present, neutral, compassionate?

RATIONAL/LOGICAL

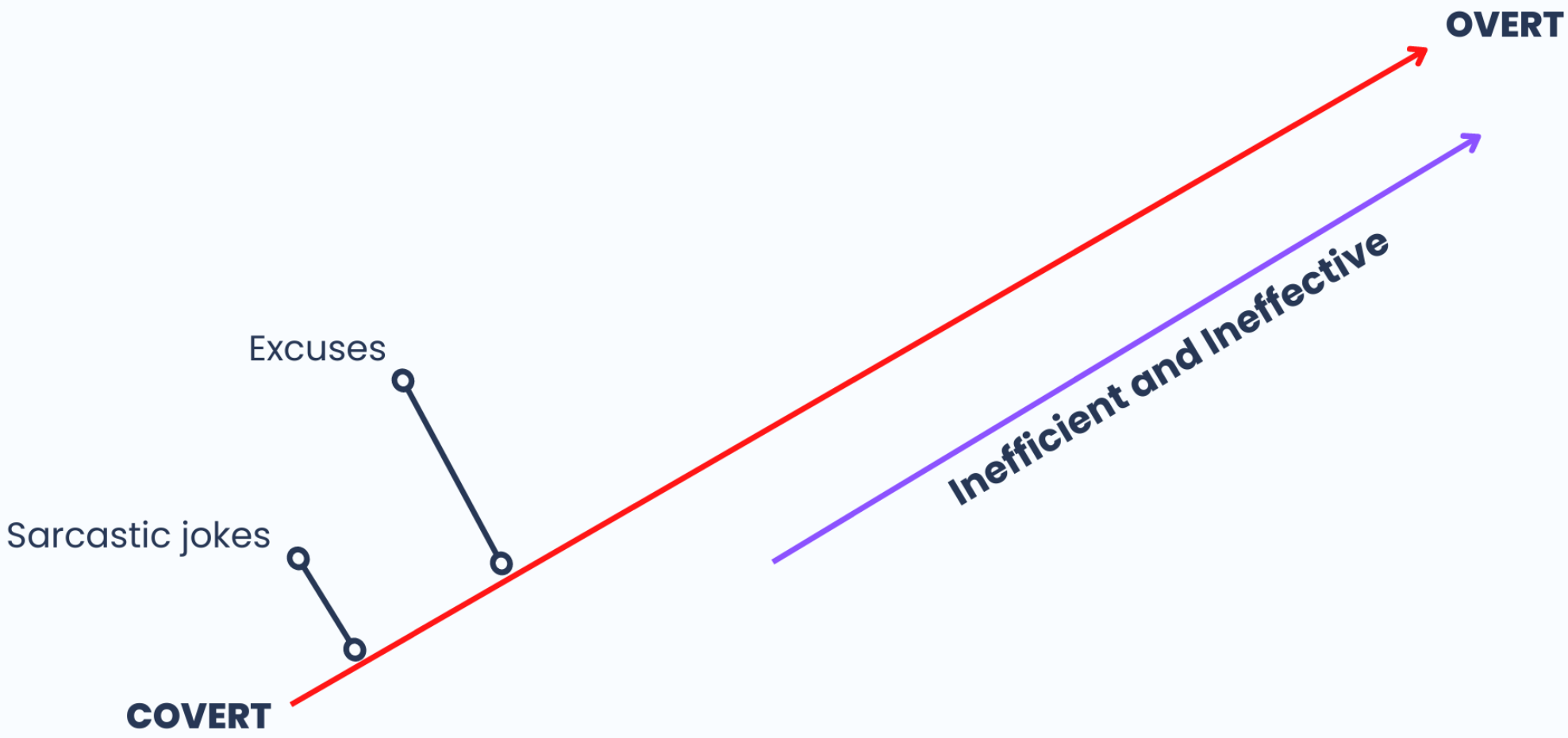


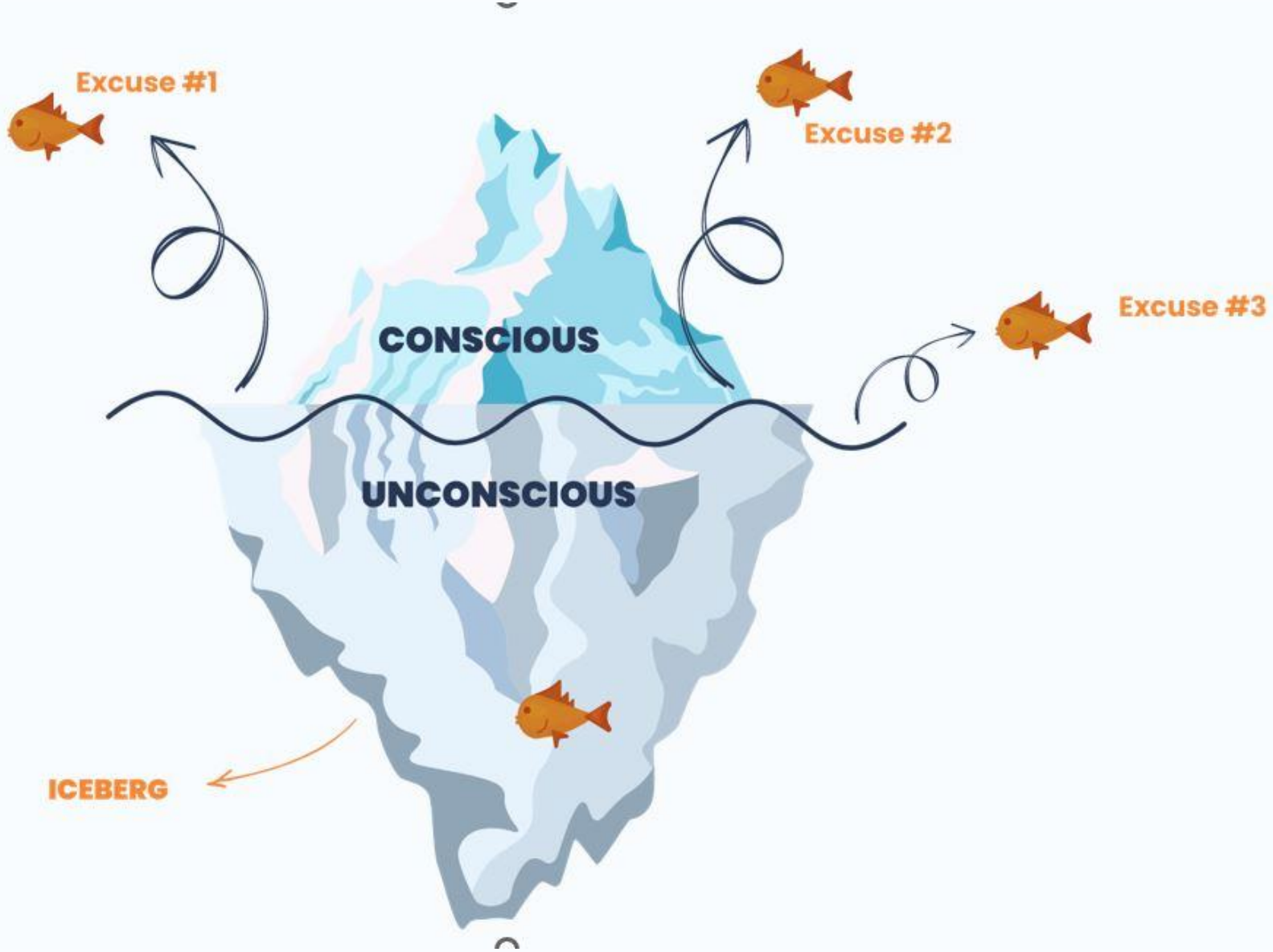
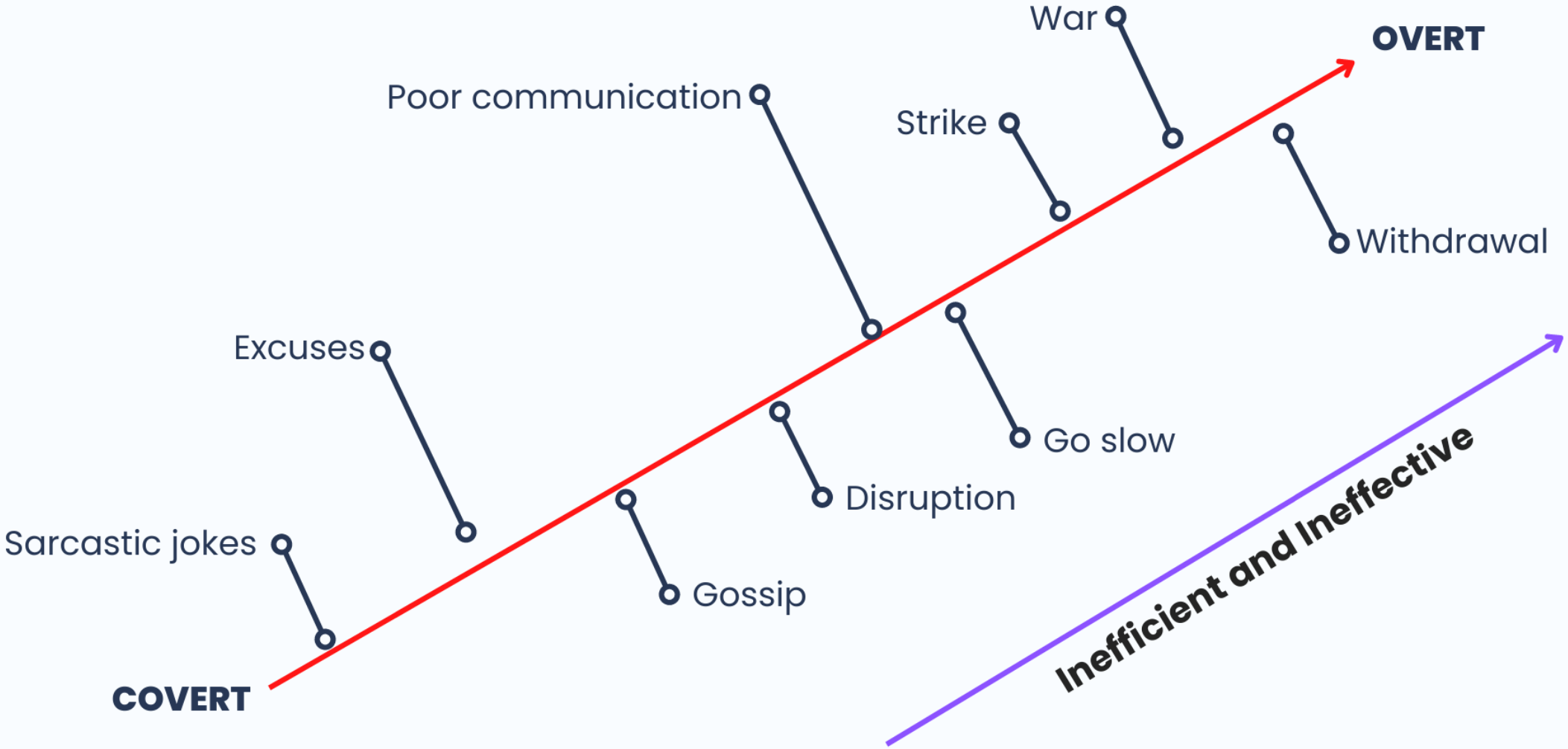
IRRATIONAL/EMOTIONAL

WISDOM/POTENTIAL

RATIONAL/LOGICAL
IRRATIONAL/EMOTIONAL
LEADER
CONSCIOUS
UNCONSCIOUS
OVERT
RESISTANCE LINE
ICEBERG
COVERT
WISDOM/POTENTIAL

Resistance Line




Excuse #1
Excuse #2
Excuse #3
CONSCIOUS
UNCONSCIOUS
ICEBERG

Resistance Line