

- **Refrain from assigning roles to participants** until after the facilitator's precircle. Not knowing what role they might be asked to play has been found to support participants in developing trans-partiality. We often experience shifts in capacity as the precircles and feedback rounds unpack the initiator's story.
- **Remind the facilitator and the initiator** to table any consideration of how many and which colleagues are on the call and available or not for this or that role.
- **Remind other participants** that a precircle is a dialogue; they are "flies on the wall".

Are there any questions before we go into the initiator's precircle?

Initiator's precircle

- **Invite the RC facilitator to begin the precircle** and to signal completion by explicitly yielding the floor, e.g. "Back to you, [host]!"
- **Acknowledge the facilitator but check in with the initiator** by asking for a *yes/no* answer to the following three questions: 1)Did you feel heard, 2)Did the facilitator explain the process, and 3)Did the facilitator obtain your informed consent.
- **Open the feedback round** by inviting the facilitator's feedback to self, then the initiator's (also live) feedback, then everybody else's feedback *about the facilitation, in ascending order of training and experience*, i.e. newcomers first. Remind participants that *pass* is always an option if they have nothing new to add. *Do not discuss the conflict* other than to identify your observation, e.g. "When he spoke of X and you responded Y, I might have chosen to say Z instead."

Facilitator's precircle

- **Invite the initiator to be absent** from the facilitator precircle (or the facilitator to request that the initiator not be present).
- **Invite the RC facilitator to request a precircle** from one of their colleagues.
- **Invite participants to imagine themselves in the facilitator precircle facilitator role and to maintain alertness for opportunities to give feedback.**
- **Invite the precircle facilitator to begin the precircle** and to signal completion by explicitly yielding the floor, e.g. "Back to you, host!"
- **Invite participants to give feedback in the following order:** self-feedback, followed by feedback from the RC facilitator, and then everyone else *in descending order of training and experience*. In order to maximize opportunity to experience the full SSRC, remind participants that *pass* is always an option, and that it's the preferred option if they have nothing new to say.

The Restorative Circle

- **Time check: Invite check-out** before the Circle begins.
- **Invite the initiator to cast the other Circle participant roles** and check with each about capacity to remain present and in character. ***If you are unable to connect with and authentically be the character you are asked to portray, please decline to inhabit the role.***
- **Invite participants to imagine themselves in the facilitator's role and to maintain alertness for opportunities to give feedback, and to show up fully and authentically in the role they are inhabiting.**
- **Invite the facilitator to begin the RC** with whatever context-setting words seem necessary to support a settling into the flow and to signal completion by explicitly yielding the floor, e.g. "Back to you, [host]!"
- **Interrupt 20 minutes before the end** to leave time for feedback as above for initiator's precircle as well as a full check-out/debrief.

Check-out can be combined with the RC facilitator's feedback round from the RC: Celebrations and regrets about the session (overall feedback), especially regarding practice of RC facilitation skills, trans-partiality, and feedback skills.