

Reflective Dialogue Circles

SESKAT Training
Toolbox



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Description

The "Reflective Dialogue Circles" activity is an innovative tool designed for conflict resolution by promoting deep reflection and open communication. This tool involves participants forming a circle, symbolising equality and inclusivity, and engaging in a structured dialogue process that encourages understanding, empathy, and collaborative problem-solving.

Objectives

- To facilitate empathetic understanding by encouraging participants to share personal experiences related to the conflict
- To improve active listening and non-judgmental communication
- To identify the root causes and motivations behind conflicts, shifting the focus from surface-level issues to deeper, more fundamental concerns
- To co-create solutions to problems with collective brainstorming and shared responsibility

Connection with Soft Skills and Emotional Intelligence

This activity strengthens self-awareness, empathy, communication, and conflict management skills. Participants are asked to reflect on their emotions and triggers during conflicts and listen to others' experiences as well, fostering a deeper sense of understanding between them. It focuses on the soft skill of active listening, supporting participants in expressing their emotions and articulating their needs. Finally, it takes a collaborative and constructive approach to conflict resolution.



Resources and Materials

- A designated space for the circle discussion
- Facilitator guide with structured prompts for each phase of the dialogue
- Visual aids or props to represent key concepts (optional)

Steps

01

15 minutes: Participants gather in a circle, and the facilitator sets the tone for open and respectful dialogue. Introduce the conflict resolution goals and guidelines.

02

30 minutes: Each participant takes turns sharing their experiences and feelings related to the conflict. Others listen actively without interruption.

03

40 minutes: The facilitator guides a discussion on the root causes of the conflict, then leads a group reflection on shared themes and patterns.

04

30 minutes: Participants collectively brainstorm potential solutions, then evaluate and refine the ideas.

05

15 minutes: Encourage the participants to express gratitude for the dialogue. Then, each participant commits to specific actions to contribute to the resolution.

Learning Outcomes

By the end of this activity, participants will be able to:

- Demonstrate self-awareness of emotions and identify triggers in conflict situations
- Demonstrate empathy and understanding of diverse perspectives.
- Communicate and engage in active listening effectively
- Collaborate on solving problems
- Commit to actionable steps for ongoing conflict resolution and relationship building

