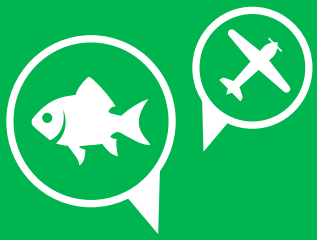


roleplay

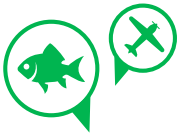
FACILITATOR'S GUIDE

PURPOSE

Learn about yourself and how you act in different roles- both personally and in your giving-so you can make thoughtful choices about the role you want to play.

OUTCOMES

- Learn (or rediscover) the art of playing
- Gain access to unexpected insights about yourself and others
- Navigate the various roles you play in order to bring out your best self in your giving
- Explore what's getting in the way of your role as a philanthropist



roleplay

WHO USES THIS TOOL

This tool works great for youth and next gen funders, families who give together, foundation boards or junior boards, giving circles, and groups who make decisions together.

WHY USE THIS TOOL

The work of giving can be serious business, yet it doesn't always have to be. roleplay is a tool to help you leverage an often overlooked, yet powerful, way to explore your role in philanthropy: play.

Play is more than just fun and games. Neuroscience has proven that play relaxes our brain and leads to better problem solving. Holding something tangible, something to you can touch and move sparks understanding: It can make even the most heady, conceptual ideas more accessible and manageable.

Play "generates optimism, fosters empathy and promotes a sense of belonging and community" according to researcher Bob Fagan who has been observing play in animals and humans for decades. These are key traits of successful philanthropists and it's also good for relationships, as play opens us to clarity, creativity and the ability to communicate in new ways with others. Additionally, according to psychologist Stephen Treat, parents who play with their young children have a better chance at bonding with them in later years as adult children.

You can discover more about a person in an hour of play than in a year of conversation.

Plato

HOW IT WORKS

If you are facilitating this exercise, empty the miniatures in a central location for the group so that they can see and touch them, and place a mat in front of each person participating. Begin by framing the exercise by explaining the purpose and background, and then share instructions with participants before modeling this yourself.

1. Play is a way to know yourself—all sides of yourself—better, so that you can step more fully into your role as a funder. In front of you, there are a variety of miniatures—everything from bugs to buildings, hippos to fairies. You also have a mat with two interlocking circles: one labeled Dreamed and the other labeled Dreaded.

2. "**Dreamed**" represents the rock star in you—it's your Superhero Self, you at your best, when you're feeling on top of your game and getting It done!

   "**Dreaded**" represents your shadow side—that stressed out, fire-breathing, bad-hair-day you that is feeling off or not in the flow.

   Scan the pile of miniatures and choose two—one to represent the Dreamed version of yourself in the role you want to play as a philanthropist, and the other to represent the Dreaded (don't overthink it). Place these two miniatures on their respective circle (Dreamed or Dreaded).

   Tip: Remind participants to have fun with this and trust their first instinct

   Time: 3 minutes. Facilitator keeps time.

3. Now that you've selected your miniatures, take a look at the questions at the bottom of your mat and in the white areas of the page write notes to yourself about the answers to those questions

   Tip: Model the answers to the questions out loud if you're facilitating. Be playful and insightful. Have your miniatures speak in the first person to one another.

   Time: 5 minutes. Facilitator keeps time.

4 When time is up, find a partner. (Stand up and move around the room if the space is conducive to that.) With your partner, ask the questions located at the bottom of the mat to talk about the miniatures you've each selected.

Tip: If you're facilitating, suggest that people partner with someone they don't usually get to have a conversation with; someone in a different generation or someone they don't know. Partners take turns being the questioner and the speaker, and engage in active listening.

Time: 10 minutes. Facilitator keeps time, and alerts partners to switch roles at the 5-minute mark.

QUESTIONS TO CONSIDER

Describe what you literally see when looking at the miniatures you've selected (size, shape, color, etc). Tell your partner how each represents your Dreamed and Dreaded self.

Recall two times when the Dreamed and Dreaded self showed up. Describe how each miniature would act, think and feel in those situations.

Imagine bringing your Dreaded Self to life and have it give your Dreamed self some advice. Do the same for your Dreamed self.

5 After 10 minutes, bring the group back together to debrief using three or four of the questions below:

- How was this experience for you? How did the play component add to your discovery process?
- What did you learn about yourself? Did you discover anything unexpected in the telling?
- What did your partner share that provided insight into your own experience? What was it like to witness your partner revealing him/herself?
- How have you noticed your Dreamed or Dreaded self show up in other areas? In your relationships? At work/school?

- How might your Dreaded self get in the way of your philanthropy?
- How might you challenge yourself to more fully embody your Dreamed self?

Tip: As a facilitator, encourage the younger members of your group to speak up with these questions and consider asking partners to report out together about what they heard

Time: 15 minutes. Facilitator keeps time.

6 In closing, think about your Dreamed self and your Dreaded self, and one or two people who know you well, and with whom you can share what you learned. Given the way you see yourself and where you want to go in your giving, how might they support you in stepping into the role you want to play? Make a note on your mat about this next step.

Tip: Encourage participants to take their miniatures with them as well as their mat.

OPTIONAL EXERCISE FOR THOSE WORKING TOGETHER
(e.g., a family, a board or giving circle)

Ask participants to explore the interplay of each person in their Dreamed role—what each person contributes to the whole, and how one person's good characteristics build upon and influence the next.

Time: 10-15 minutes, depending on the size of the group. Each person shares for one minute or less, and then spend 5 minutes debriefing.

1 One person starts by sharing his or her Dreamed miniature, the internal characteristics it represents, and the external conditions that invite that Dreamed self to show up. (For example, "I chose the Statue of Liberty because when I'm at my best in our group, I'm graceful and resilient under pressure and a beacon of light in moments of chaos. I feel like the Statue of Liberty when I feel able to respond graciously and lead with ease and when I'm feeling like others are hearing me and moving with me through an agenda.")

2. The next person then talks about his or her own Dreamed miniature in relation to the first person. ("When you're the Statue of Liberty, I'm the Sailboat circling around you, riding the waves, lifted by the good energy of our group and our goals. I feel at my best when I'm given the creative freedom to see where the wind takes me and explore different options.")

3. Keep going around the circle until everyone has had a chance to share.

4. Take a few minutes to debrief with these questions:

   - In the role we play here, what happens when our best selves are working together?
   - What gets in the way of our best selves showing up?
   - How can we best support each other in bringing out the best in ourselves, and our giving?

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CONTACT US

roleplay provides an interactive way to engage families and groups in dialogue about giving, philanthropy and working together. Each toolkit works for a maximum number of 10 participants. To order this toolkit or other tools designed for families and next generation donors, please go to 2164.net/store or by emailing info@2164.net.

To learn more about engaging youth in philanthropy, please go to **www.youthphilanthropyconnect.org** or email **info@youthphilanthropyconnect.org** for more information on tools, resources, conferences and trainings.

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