

Personal Leadership



Planning Empathy Journeys

THINKING ABOUT / PLANNING AN EMPATHY JOURNEYS

- You need to 'road test' your questions on each other, how do they sound, is it clunky, is it too big.
- You need to think about what the method is. It could be a graphic facilitation, a thinking space or the use of the Empathy Map or What's Working Map (These are all available as a resource in this section).
- You need to allocate enough time, as illustrated above.
- Remember that you are demonstrating that you are interested in the thinking, experience and needs of others you can't do that in 10 minutes.
- You are not looking for answers, it's stories and thoughts there is no right and wrong.
- You need to facilitate and hold the space (see notes below).
- Conduct the Empathy Journeys in pairs, one person facilitating, the other observing, listening and capturing the themes, it's not a one person's job.
- You then need time at the back end to thank people and for the two of you to agree the themes.

EMPATHY JOURNEY BEST PRACTICE

- Set the scene a brief introduction. Explain who you are and why you are doing it. Make sure you make people feel welcome.
- Set Rules of Engagement for One to One or One to small group:
- *The idea is that you share your thinking based on the questions we are asking you to think about.*
- *Everyone will have a turn to think, no interrupting, it's different than a conversation, one voice at a time.*
- *I will act as a "thinking partner" to the group, helping you to get to your best thinking.*
- *My colleague will be gathering themes that emerge and we will check these with you before you leave.*
- *This is a real opportunity for us to learn from each other about possibilities and positive futures.*
- *We will connect back with you later in the Design Thinking Process.*
- *Thank you for supporting us.*