

*Increase your awareness of what is happening inside of you and around you  
by using the skill:*

## **PANNING**

Just as a movie camera “pans” the environment to see the whole picture, we need to continuously **PAN** all around us and inside of us as we increase our ability to notice the patterns of treatment and experiences of members of both privileged and marginalized groups.

Some guidelines for using the skill of PANNING:

PAN:

P<sub>AY</sub>

A<sub>TTENTION</sub>

N<sub>OW</sub>

- Intentionally observe and notice behaviors, comments, feelings, patterns of treatment...
- Wonder: Is this an isolated incident or a possible pattern of experience?

\*\*\*AVOID falling into the trap of making a SNAP JUDGMENT ~ creating a “story” about what you see.

- PAN the specific details and facts of what you see, feel, hear...
- Describe what you PAN without any assumptions, interpretations, conclusions, or prejudgments
- Notice the group memberships of people involved as you PAN, and describe the group memberships if this information is useful to the discussion...

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## **PAIRS: EFFECTIVE DIALOGUE SKILLS**

**P: PAN** the environment and yourself; describe what you notice or engage others based on what you see (**Pay Attention Now**)

- I'm noticing I'm feeling...anyone else?
- I noticed how quiet everyone got; I'm wondering what is going on for folks?
- It seems some people were impacted by that statement, am I right?
- I'm noticing you're speaking with a lot of energy and emotion...
- You seemed to have a reaction to what I just said...

**A: ASK** about the specifics behind the person's comment or behavior

- Could you say more about that...Tell me more...
- Help me understand what you meant by that?
- What were you hoping to communicate with that comment?
- Can you help me understand what your intent was when you said/did...
- How were you impacted when....What were you feeling when...

**I: INTERRUPT** the dynamics

- Let's slow down the conversation and talk about what just happened...
- I'm going to interrupt and try a different approach to this conversation...
- Let's take a breath...

**R: RELATE** to the person or their comment/behavior

- *I relate to what you're saying, I...I have felt the same way...*
- I remember a time when I...I did the exact same thing...
- How do others relate to that comment? How have others reacted to similar comments?
- What you're saying seems to relate to what so--and--so just said...

**S: SHARE** about yourself ~ self--disclose with a story or example; your feelings in the moment; the impact of a comment or behavior, etc.

- When I hear you say that I think/feel....
- Just last week I...I remember when I...
- I was socialized to believe...
- I'm beginning to feel...
- I notice I'm feeling a little triggered...