

## **The Three Practices**

1. I'll practice being unusually interested in others — I'll out-listen people.
2. I'll practice staying in the room with difference — We don't have to break up when I find out you voted for the wrong person
3. I'll stop comparing my best with your worst — I'll stop playing "gotcha" and start giving ground.

## **Three Practice Group Overview**

- Is not a free-fire zone... or a debate, discussion or therapy group
- Is an exercise that expands our capacity to understand people with whom we disagree
- There's no superhighway for crossing the difference divide. The Three Practices serve as a map that enables us to traverse the space that separates us from each other.

## **Three Practice Group Rules**

1. A "referee" leads the group, explains the rules and ensures they're adhered to.
2. A volunteer responds to the Framing Topic. They're given two minutes.
3. When they're finished, anyone may ask an open question.

An open question begins with "tell me more about..." or "I'd be curious to know..." or "Help me understand what you mean by..." or....

An open question is an invitation for your ideological opponent to expand on some-thing you found confusing, mysterious, incomplete, or intriguing.

You have 20 seconds to find your question — no speechifying, no games. Find a question the other person can answer — then stop talking and listen.

4. The person responding has one minute.
5. This process concludes when people finish asking open questions, then someone else responds to the Framing Topic, the cycle repeats.
6. We wrap up the group with this invitation: "Thank someone here who helped you, made you think, or made a positive impression on you."