



## Constructivist Protocol for Adult Work

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*Adapted from Daniel Baron's Constructivist Protocol by Jennifer Fischer-Mueller.*

The purpose of this activity is to gain a deeper understanding of how you do your best work. With this understanding and heightened awareness, you can more consciously provide what you need to do your best work more often.

### **Individual writing** (15 minutes)

Write about a time you did your very best work, a time you really “nailed it.” Describe the work. Use the following *guiding questions* to fully describe your work:

- What was it that you did?
- Why were you doing it?
- Did you have support? What did that support look like?
- Did you work alone or with other people?
- Was this work hard? Risky? Safe?
- What motivated you?
- How did you know your work was good? What were the qualities of your work?
- Did you know you “nailed it” immediately or did that knowledge come to you later?

### **Paired Sharing** (30 minutes)

With a partner, share what you wrote. As you talk, your partner will be listening for “working conditions.” Working conditions can be the structures, supports, atmosphere, purpose, standards, risk level etc. that you describe as aspects of your situation that led to your success.

Partners may ask clarifying and probing questions to gain a better sense of your “working conditions.”

Partners take notes and then tell you what “working conditions” they heard you describe. Check for accuracy and agreement. Put these conditions on newsprint to be posted.

Switch roles and repeat the sharing process (15 minutes for each person).

### **Full Group** (25 minutes)

Post newsprint lists of “working conditions.”

Graze and React — What do we see? Any surprises?

What does this mean for our work as CFG Coaches? How can we bring our best work to CFGs? What “working conditions” do we need, individually and collectively, to do our best work as CFG coaches?

### **Debrief the protocol experience** (10 minutes)

#### **Extension** (10 minutes)

How could this activity be used in CFGs? With students?