

Governance Tools referenced in
Governance Handbook for Friends Schools, 2nd edition

The Jigsaw Puzzle

Adapted from Caroline Packard, Change and Conflict Response Specialist, Friends Conflict Resolution Programs, Philadelphia Yearly Meeting

When to use it: When members are disagreeing or divided on an issue. Or when the difficulty seems to revolve around one member (in actuality, this member is voicing something important for the group).

How it helps: This exercise may change the discussion pattern so, instead of arguing back and forth, people may explore and deepen their understanding and come to a shared sense of the way forward.

Directions:

- At least three people who hold similar views to each other move their chairs to form a small circle. The rest of the group circles their chairs around them.
- The group in the center talks with each other, exploring the similarity of their views on this issue.
- While they talk, the people in the surrounding circle just listen.
- Then, at least three people with a different point of view take the chairs in the center.
- They talk, exploring the similarity of their views.
- While they talk, the people in the surrounding circle just listen.
- Finally, at least three people with a third perspective do the same, the listeners continuing.

Now ask:

- What stands out to us from this exercise?
- Do we notice the presence of curiosity? If so, what about it?
- Have any new solutions emerged?
- Does this suggest any next steps?

Note: Groups considering complex issues may need to apply the jigsaw puzzle technique repeatedly, exploring each aspect of the issue in turn.