

“This process of the good life is not, I am convinced, a life for the faint-hearted. It involves the stretching and growing of becoming more and more of one's potentialities. It involves the courage to be. It means launching oneself fully into the stream of life.”

(Rogers 1961)



if one finger points at the other,



Rogers evaluation

In his book 'The new Revolution' the psycho-therapist Carl Rogers gives a way for groups to improve cooperation, *without falling back on* “You have/must” ... **criticism**. An essential part of this technique is the acceptance of the other *as he/she is*. For groups it is a manner to evaluate teamwork and separate what the other **does** from what the other **is**. In this manner conflicts can be more or less objectively discussed.

It is the manner of wording that determines the success. You name what you liked in the actions of the other(s) and you do *not* criticize, but formulate a suggestion on what *you* would like. This leaves the other person free in what to do with your suggestion. So the wording is very important, it should always show that you fully respect and accept the other person and are only referring to what he/she did.

Procedure

Beforehand set time: start & end.

Always give opportunity to prepare: each one reflects on participants and looks for one ‘good’ aspect and one that you would do differently.

(1) First round

1. First person makes a round by giving one ‘good/favourable’ action of each participant.
2. Formulate in positive manner: “I like ...; I appreciate; I admire
3. All the others follow likewise.

(2) Second round:

1. First person reframes ‘unfavourable’ aspect into a suggestion e.g. “I would like you to / appreciate / prefer

(3) Third round:

Reflection and intention: Individually each participant decides on 1 action for change.
This may be announced or kept to oneself, depends on the customs of the team.

When regularly done, one gets clear feedback, and it may also be interesting to note whether the others have noticed your points of change.

Similarly other events can be evaluated in this manner. It avoids long list of criticism and helps participants to take different points of view and contribute constructively.

N.B. When there is little time, do only the first round! People are more likely to change their ways when they hear what is admired by others.

Carl R. Rogers (1902–1987) was an influential American psychologist and among the founders of the humanistic approach to psychology. Rogers is widely considered to be one of the founding fathers of psychotherapy research and was honoured for his pioneering research with the Award for Distinguished Scientific Contributions by the American Psychological Association in 1956.

The *person-centered approach*, his own unique approach to understanding personality and human relationships, found wide application in various domains such as psychotherapy and counselling (client-centered therapy), education (student-centered learning), organizations, and other group settings. For his professional work he was bestowed the Award for Distinguished Professional Contributions to Psychology by the APA in 1972. Towards the end of his life Carl Rogers was nominated for the Nobel Peace Prize for his work with national intergroup conflict in South Africa and Northern Ireland (Wikipedia)

He listed the characteristics of a fully functioning person (Rogers 1961):

1. A growing openness to experience – they move away from defensiveness.
2. Living each moment fully – not distorting the moment to fit personality or self-concept but allowing personality and self-concept to emanate from the experience. This results in excitement, daring, adaptability, tolerance, spontaneity, and a lack of rigidity and suggests a foundation of trust. "To open one's spirit to what is going on now, and discover in that present process whatever structure it appears to have"
3. They trust their own judgment and their ability to choose behaviour that is appropriate for each moment. They do not rely on existing codes and social norms but trust that as they are open to experiences they will be able to trust their own sense of right and wrong.
4. Freedom of choice – not being shackled by the restrictions that influence an incongruent individual, they are able to make a wider range of choices more fluently. They believe that they play a role in determining their own behaviour and so feel responsible for their own behaviour.
5. Creativity – it follows that they will feel freer to be creative. They will also be more creative in the way they adapt to their own circumstances without feeling a need to conform.
6. Reliability and constructiveness – they can be trusted to act constructively. A rich full life – he describes the life of the fully functioning individual as rich, full and exciting and suggests that they experience joy and pain, love and heartbreak, fear and courage more intensely.