



Education and Culture DG

Lifelong Learning Programme

TITLE	Diversity of voices – sculpture of team structures
Time	30 minutes
Equipment	Sufficient room to move
Description	<p>“Diversity of voices” (based on the “parts party” concept developed by Virginia Satir, the sculpture can be formed in accordance with the concept of the “family structure” used in family therapy). Trainer forms the sculpture of the team structures (i.e. of an interprofessional team), makes the relationship amongst the team members visible: the current situation and how it could or should change. Sculpture can be used in relation to an entire team (e.g. day care centre team becomes part of a team in which other professions are represented, such as psychologists or social workers) or in relation to a person who is active in an interprofessional team. Possible questions: which role do I take in this team? (Or: what role could I adopt in a constellation of this kind, if this has not yet happened?); Do I tend to stand in the foreground, have I got a “strong” voice? Do I tend to stay in the background? Am I visible? How am I visible? Do I feel good there? Do I want to change anything about my position?</p>
Objectives	<ul style="list-style-type: none"> • Make team structures and the relationship within them visible • Make participants aware of wishes for change and allow them to express these • Discuss strategies for action.
Reflection	<p>The trainer emphasises the courage shown in forming a sculpture of this kind, and tackling situations that might be unpleasant. Team dynamics can be made more tangible here, the participants’ “intuitions” in team situations are shown in plastic form and thus possibly more clearly. Making these visible could contribute to creating opportunities for change.</p>
Barriers	<p>This might be an emotional work phase as it touches on topics with which individual participants might not want to be confronted. The exercise requires a safe and trusting atmosphere. The trainer must keep a close eye on the participants when difficult experiences in the interprofessional team are involved (e.g. if someone feels left out). If difficulties within the team are too great, they should be dealt with elsewhere (e.g. supervision). If the participants do not yet have any experience of interprofessional team work, this work step might be too abstract and hypothetical, and should therefore be skipped.</p>