

## Facilitation Tool: Reciprocity Circle



*Photo credit: Susi Moser*

### Purpose of the Reciprocity Circle

- Participants articulate individual and organizational needs to start working on and implementing adaptation strategies identified throughout the workshop.
- Participants reciprocally help each other find starting points, resources and other ways to meet those needs.
- Participants identify capacities and resources needed during the planning and implementation phases for identified strategies.

### Target Audience

Key regional partners involved in community adaptation

### When to Use

- Ideally done before a discussion of tracking indicators or metrics.
- Can also be done near the beginning or end of a workshop day or workshop to generate a positive sense of mutual support among workshop participants.
- Can also be done prior to thinking about “next steps” in an ongoing adaptation process.

### Directions

- **Materials Needed**
  - Sticky notes (at least 3-5/person)
  - Pens
  - Wall space
  - List of existing planning processes and partnerships (optional)

This facilitation tool was created to serve as a reference for individuals interested in indicators and metrics to help communities define and track progress on their climate adaptation goals. Additional background and resources are available on the website: [www.ResilienceMetrics.org](http://www.ResilienceMetrics.org). This website was developed in partnership with the National Estuarine Research Reserve System with funding from NOAA.



➤ **Step-by-step delivery of exercise**

Name individual resource needs (5 min)

- Participants write down specific requests or needs for help to get started working on implementing specific adaptation strategies discussed earlier in the workshop series (if the exercise is done early on in the workshop, the requests can be for any other assistance). Examples might include:
  - ◇ Does anyone have vegetation data for area x?
  - ◇ I need historical flooding records for main street.
  - ◇ Does someone have a point of contact with the regional transportation agency? *For example, asking for \$2 billion to redo the whole stormwater system of your city is unlikely to yield many answers but asking if anyone knows where other cities applied for funding might yield several useful answers.)*
  - ◇ We are looking for volunteers for our advisory board (name entity.)
- One request per sticky note. The more specific and targeted the request the better.
- Once everyone has written down their requests, participants place the stickies around the room on the walls. Leave space around each request and use at least two walls.

➤ **Connecting requests to resources** (15 min)

- Participants and facilitators go around the room with a handful of extra sticky notes (ideally a different color) in their hands, and read other people's requests for help or resources. Whenever they have a resource or response that may be helpful in addressing a specific request, they write their offer of help, suggestion, idea, and/or resources, and their name on a sticky note so people can follow-up later. Then they stick their response near the person's request. One response per sticky note.
- Facilitators wander and identify common needs among participants to inform the group reflection at the end, and/or next steps for the community partner.
- At the end of the activity, each person goes back to the sticky note(s) with their original request(s) and collects all the responses they received.

➤ **Group reflection** (5 min)

- The facilitator may not need to do much at this point to encourage group responses, as most people will have received at least something useful or funny or surprising.

➤ **Optional extension: Break-out group discussion** (30 min)

- If the reciprocity circle was directly linked to adaptation planning, involving certain entities, workshop participants can now apply their newly found resources and offers of help to get back to the question of how to move adaptation forward.
- Each group will review existing planning processes and partnerships (optional handout) and think about what processes/partnerships may be useful in implementing the adaptation strategies previously identified/selected.



- Apply ideas, resources, and existing or possible partnerships received in the reciprocity circle. Identify additional capacity needs and discuss how to meet them.
- Close by discussing immediate next steps.
  - ◊ How can existing opportunities and partnerships, as well as offers of resources and help be used to implement strategies?
  - ◊ How can remaining capacity needs be filled?
  - ◊ What are some immediate next steps and who will take them?

### Example Use and Outcomes

At the Kachemak Bay National Estuarine Research Reserve (KBNERR), we utilized this exercise to help create an action plan after a community workshop, ensuring participants felt empowered to complete tasks they volunteered for during the workshop. The exercise helped ensure participants were connected to each other and to relevant resources.

### Other Resources/References

- Creating a Culture of Reciprocity (pdf available at: <https://knowledge.insead.edu/blog/inseadblog/creating-a-culture-of-reciprocity-6576>)