



Instructions for Listening Practice

Decide on who will speak first. Take about 15 minutes per person for this exercise. Remember that only one of you will speak at a time, and then you will switch roles, and the other person will have their turn to speak/listen. So it is not a conversation, but a deep listening exercise.

Listener please introduce the exercise to your partner as follows:

1. Briefly share your family or other relevant background (siblings, where you grew up, went to school and studied etc.)
2. What are 1-2 events, choices, people, that shaped your life?
3. What drew you into this field of work?
4. What do you value and appreciate most about supporting civil society in Uganda?
5. What would you like to focus your attention on in relation to developing your advisor role in supporting civil society?

When listening please observe the open, attentive and generative listening principles here below.

The 6 Listening Principles

1 Serve your partner

Be open and try to help your partner in telling about his/ her experience. Dig a little deeper to better understand their experience, and help them notice, where they might be judgemental, fearful or cynical.

2 Hold back your voice of judgement

Hold back your judgements. Don't make any assumptions. Be curious and make an effort to better understand your partner.

3 Follow your intuition

Trust your gut feeling as you listen; don't be afraid to ask simple or "stupid" questions that may help your partner to think better.

4 Listen from the heart

Step into your partner's shoes – and thoroughly appreciate what he/ she is sharing with you.

5 Look out for the best possible

How can you help your partner to discover what he/ she is capable of? What is his/ her biggest potential?

6 Don't be afraid of silence

Give your partner time to think. Slow him/ her down. Make sure not to fill a silent moment with your comments. Sometimes being quiet may be the most useful thing to do.