

#15

Name: Constellations

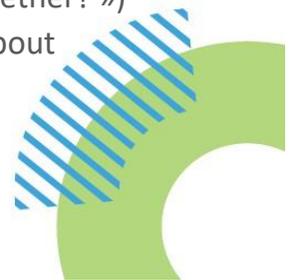
Goal: Gain insight into how different components interact and influence each other.

Short Description

The method of Constellations is a visual and experiential approach used to explore complex systems, relationships, or problems. It involves positioning people, objects, or symbols in a space to represent various elements of a situation. This method is often used in group settings to uncover hidden dynamics, patterns, and perspectives, helping to identify solutions or new ways of thinking about challenges. It is commonly used in organizational development, coaching, and conflict resolution.

Step-by-Step Guidance

1. Define the focus and formulate a guiding question.
2. Ask participants to place themselves (or objects that represent different stakeholders) in the space in relation to each other, based on their sense of the relationship and dynamics.
3. Reflect on the constellation and ask the group to share their observation (« Are there any imbalances? », « Do any elements seem disconnected or isolated? », «What emotions emerge when participants observe the setup? »)
4. Experiment with adjustments and explore possible solutions (« What happens if two elements are moved closer together? »)
5. Look for insights and conclusions (« How have the dynamics shifted? », « What does the new configuration tell us about possible actions or solutions? »)



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