

APPENDIX 1

Intercultural Communication: The Mutual Invitation Process



Respectful Communication Guideline

- R:** take **RESPONSIBILITY** for what you say and feel, and speak with words others can hear and understand
- E:** use **EMPATHETIC** listening, not just words but also feelings being expressed, non-verbal language including silence
- S:** be **SENSITIVE** to differences in communication styles
- P:** **PONDER** on what you hear and feel before you speak
- E:** **EXAMINE** your own assumptions and perceptions
- C:** keep **CONFIDENTIALITY**
- T:** **TRUST** the process because we are *not* here to debate who is right or wrong but to experience true dialogue

The Invitation Method is a way to include all people in the conversation in a very respectful atmosphere. While each person is speaking, the others listen. No one may interrupt the speaker or jump in to speak without being invited by name. In this method, no one has more authority than anyone else—each person is invited to share, and after sharing that person has the privilege to invite who will share next.

PURPOSE: To ensure that each person in the group is invited by name to share in an atmosphere of mutual respect.

METHOD:

1. The leader clarifies what the group members are being invited to share.
2. The leader gives guidelines about the use of time.
3. The leader may share first or may invite another person by name to share.
4. Who you invite does not need to be the person next to you.
5. After the person has spoken, that person is given the privilege to invite another to share.
6. If the person invited chooses not to share, the person may simply say “pass” and proceed to invite another to share.
No explanation is needed or given for passing.
7. The process will continue until everyone has been invited to speak.
8. At that time, any person who passed will be invited again to share. Persons are still free to pass.
9. The main activity of the group is to listen.

—Eric H. F. Law, *The Wolf Shall Dwell with the Lamb: A Spirituality for Leadership in a Multicultural Community*

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