

10 principles of Training used by Unlock in its work, with Dos and Don'ts



1. To pay attention to the local, regional and cultural factors that influence people's lives
2. To develop the ability to help other people tell their stories.
3. To take a genuine interest and enjoyment in LISTENING to other people's stories.
4. To AFFIRM and ENCOURAGE people so that they can be confident enough to formulate their own questions, and not to impose our own answers on other people's questions.
5. To be PATIENT and WAIT for people to see the gaps in their own knowledge.
6. To believe that people can make sense of the Bible and their own experience, and make the connection between the two; and that God by his spirit will lead people to truth and action.
7. To encourage working together in groups where each person's contribution is valued, and where diversity of opinion is accepted and tolerated.
8. To be aware of what is going on in and between people in such groups.
9. To work with a group so that it can come to its own conclusions and decide on its own actions.
10. To value everyone as a 'Treasure –chest of information and experience; seeing our task as one of giving people the keys to undo their treasures.

Do: -

- Know and use each person's name
- Accept whatever is offered and encourage further contributions
- Encourage everyone to have a go
- Find non threatening questions to enable people to join in
- Build trust between group members
- Try to work with groups of between 5 and 15 people
- Create an environment where each member has confidence to contribute
- Encourage and enable people to draw on their own experience as a primary learning tool
- Help the group to work together
- Make it clear that you value each person's opinion enough to want them to say what they think
- Gather information about what is already known and shared in a group before introducing new information
- Ask questions like, 'What do you think?' 'what would you like to change?', 'How are you going to change it?', 'What's the best thing about . . .?', 'What's the worst thing about . . .?'
- Encourage participants to consider where their information has come from and how their views have been formed.
- Create experiences for the group to reflect on, you can use film, drama, pictures, paintings, or photographs, cartoons, music, creative activities, community experiences.
- Stress the vastness of the data which the group already possesses.
- Give chances for people to respond, question, discuss.
- Introduce new information (including the bible) in manageable chunks
- Expect change
- Help the group apply the Word to the here and now. 'What has this got to do with me? With us?'
- Work at presenting in the language of the group.
- Be creative
- Adapt published material to the needs of the group
- Write or make your own material
- Create flexible programmes that can adjust to group needs as they emerge
- Seek the group's agreement for the programme, allow them to modify it as necessary
- Listen attentively

Don't: -

- Use religious language, jargon, or clichés
- Use middle class illustrations, examples, case studies
- Assume a familiarity with the bible
- Tell people what they should do, think, believe; don't say, 'This is how it is.'
- Put people on the spot, or in the spotlight
- Make assumptions about people's lifestyles and domestic arrangements
- Don't ask questions with 'right' or 'wrong' answers or that rely on knowledge, rather than experience
- Make value judgements about people who think and learn differently to you and your friends
- Assume that everyone can read – or that no one can
- Lecture, give out handouts, issue book lists.