



A Flippen Group Solution

Accelerate the Relational Staff Development Your Campus Deserves

THE RELATIONSHIP POOL

Campus Insights Facilitator Guide

Learn how educators across the nation are diving into the DEEP END to increase attendance, improve teacher satisfaction, and reduce discipline referrals.

Table of Contents

CAMPUS INSIGHTS FACILITATOR GUIDE	3
FACILITATOR INSTRUCTIONS	3
THE RELATIONSHIP POOL	4
SESSION OVERVIEW	4
DISCUSSION QUESTIONS	5
SUMMARY POINTS FOR FACILITATOR TO MAKE	5
MEET DR. CHRIS WHITE	6
FLIPPEN GROUP	7

Campus Insights Facilitator Guide

Facilitator Instructions

Welcome to the facilitator guide for The Relationship Pool. This document will help you facilitate group discussions surrounding various aspects of The Relationship Pool.

We have included specific activities for your group to use following the videos. None of the activities require lengthy preparation or handouts, so use them freely. Each activity includes instructions and group discussion questions, along with summary points to wrap up the activity. The activities reinforce key conflict concepts, allow for interactive discussions, and foster self-discovery within groups.

The Relationship Pool

Session Overview

This video will be shown in two segments within the same meeting. In addition to the powerful content of the video, we've provided intentional strategies to connect participants through small group and partner activities. These are highly recommended.

Play the video until Dr. Chris White poses two reflective questions (about 9:27):

1. How would it benefit me to improve in the shallow end of the Relationship Pool?
2. How would it benefit me to improve in the deep end of the Relationship Pool?

Ask participants to take 5 minutes to discuss questions 4-7 as a table group.

(Group Activity Note: When participants are working as a small group, ask them to find the person in the group who has the most pillows on their bed or another non-threatening description. This person will act as the group leader, being the first to respond and make sure all others are participating in the discussion.)

- Process the questions with the full group by asking a couple of people to report the discussion they had within their small group. Allow 4-5 minutes for processing. Affirm each response.
- Ask participants to independently answer questions 8 & 9. Give them 2-3 minutes to complete.
- Ask participants to stand up and find a partner who is not sitting at their current table, and to share with this new partner the answers they gave for questions 8 & 9. Give them 4 minutes to discuss their responses. *(Partner Activity note: Ask participants to stand when the facilitator says, "Go". If a participant hasn't found a partner in 5 seconds, they raise their hand. As participants are looking for other raised hands, facilitator is watching, too, and helps connect participants.)*
- Process the questions with the full group by asking a couple of people to share their responses. Allow 2 minutes for processing. Affirm each response.

Watch the rest of the video. Ask participants to reflect on Dr. White's last question: "What can I do to improve, either in the shallow end, the deep end, or both?"

They will write their responses to question 10 in their Participant Guide. Give them 4 minutes to complete.

- Ask participants to stand up and find a new partner who is not sitting at their current table and share the answers they gave for question 10. Give them 4 minutes to discuss their responses.
- Process the questions with the full group by asking a couple of people to share their responses. Allow 2 minutes for processing. Affirm each response.

For further reflection, ask participants to complete questions 12-16 as homework. If time permits, lead a full group discussion using the following Discussion Questions.

Discussion Questions

- How can improving in the shallow end impact our relationships with students?
- What does it look like to move to the deep end with students?
- How would improving in the shallow end with colleagues impact the school climate?
- What benefits can you predict will occur if our staff intentionally improves in the deep end with one another?

Summary Points for Facilitator to Make

- The better we are in both the shallow and deep ends of the Relationship Pool, the greater influence we have and the stronger our relationships.
- There are 3 steps we can do to increase connections with students, colleagues, and family members.
 - Give more and deeper compliments.
 - Give someone some of your time.
 - Avoid nullifying nurturing behaviors with high criticality.
- There are 4 concrete steps to improve in the shallow end.
 - Work on your first 30 seconds.
 - Be more demonstrative.
 - Don't fight the spotlight.
 - Introduce yourself first.



Meet Dr. Chris White

Director of Coaching and Development

With the unique combination of a Ph.D. in statistics and a heavy dose of personality and humor, Dr. White has the uncanny ability to make the complex simple and to teach and explain with contagious enthusiasm. This ability helped propel *The Flip Side*, a book he co-authored, to the *New York Times* and *USA Today* best-seller lists.

In over a decade at Flippen Group, Chris has worked with some of the most influential people and organizations worldwide, including college and professional teams and athletes, Fortune 500 executives, and top educators. As director of coaching and development, Chris directs Flippen Group's personal growth efforts and has taught and coached clients across the globe.

Flippen Group

Flippen Group was founded in 1990 by internationally known educator, *New York Times* and *USA Today* best-selling author, psychotherapist, executive coach, and leadership expert, Flip Flippen. We are one of the largest educator training companies and fastest-growing leadership development organizations in North America, with offices throughout the United States and in India.

Each year, thousands of educators and business leaders attend Flippen Group “hands-on” trainings and hundreds of thousands of people are challenged and inspired by our keynote presentations. On any given school day, Flippen education curricula and processes touch the lives of more than one million students in districts nationwide.

Clients include Fortune 500 companies, small businesses, professional athletes, major sports franchises, government agencies, non-profit groups, colleges, and school districts of every size and description. Flippen Group employs professionals across the nation, and Flippen executive coaches and training personnel come from backgrounds that enhance the delivery and value of the training experience.

The education training staff members are former educators, administrators, and teachers who implemented our processes firsthand in their own campus or classroom settings. The team understands the importance of a quality education, the value of a positive learning environment, and the significance of preparing the next generation for the world of work.

Our processes and trainings create a positive working environment and build cohesive team dynamics, the result being increases in productivity and retention.

Flippen Group has been highlighted on both local and national media outlets, including *The Today Show*, the *Super Bowl Pre-Game Show*, and Speed Channel's *24/7*, among others.