

TELE-tronic



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SURPLUS REALITY AND IT'S POTENTIAL IN WORKING WITH ORGANISATIONS

T.T. Srinath offers an example of working psycho- and sociodramatically within an organisation, and the possibilities opened by actions methods.

I was facilitating a workshop to help colleagues from various departments of a 'for profit' organisation work through some of the challenges they have to deal with as peers. After a warm-up, where they were invited to share, without inhibition, the issues that needed immediate address, I suggested the participants form a circle. I then placed a handkerchief in its centre to represent the issue for discussion and invited the group to reflect on where immediate clarity was required.

Using sociometry, participants were invited to stand as near to or far away the "issue" as they felt their warm-up to exploring it, thereby informing the group of their current standpoint. When four participants approached the centre of the circle, I invited them to share the challenges or dilemmas they were grappling with in relation to it.

After clarifying which "issue" was represented for them by the handkerchief, the remaining participants were invited to choose which one they felt most required process and exploration. Six people aligned with one issue while the rest chose among the other three. As the largest number had selected one issue, the rest were invited to reconsider their choice and, in the end, of the twelve participants present, eight aligned with one of the choices.

There was agreement that this issue could be take for immediate exploration, and the participant who had originally named it was requested to name the roles involved, with a brief description of what would become each auxiliary role.

Participants volunteered to play the various roles involved, and often more than one as roles outnumbered those present. The Teller, briefly described each incumbent's role and the experience of it roles in relation to his or herself in the organisation.

The Teller was then invited to step out and watch the drama unfold as each auxiliary spoke from role and after several exchanges, I stalled the dialogue and invited the Teller to suggest the "ideal", desired closure desired. The auxiliaries were then invited to do likewise from role.

All participants then de-rolled and the Sharing followed, first from role and then from self. The Teller was invited to share last.

What was revealed was the immense satisfaction the Teller experienced when the "ideal" was brought to life in dialogue. It showed the possibilities available to the Teller, who then resolved to return to the role played by the individual at work and experiment with the suggestions that had been offered.

Surplus Reality offers the possibility of a favoured outcome, even if imaginary, and, as in this case, this can help the Teller or "story sharer" to feel assured and confident to explore options in what may feel like an intractable situation.

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