

Circle Topic: Post Election

Purpose/Goal of the Circle:

- To give individuals a space to process how they are experiencing the US election in the days and weeks after November 3, 2020.
- This is designed for a workplace and should focus on each individual's thoughts and feelings rather than the merits of the candidates or implications of the election in a broader sense. This is not a place to share vote preferences or shame others for theirs. Individuals may have feelings post-election that they want or need to share so they can attend to the business of the day. Organizations looking to facilitate a circle that goes deeper may consider modifying the restorative questions for this topic.

Circle Agenda:

- **Check – in:** What is your name, your role (if some participants might not be aware) and a value you possess that you bring into this space?
- **Review of Norms:** Review norms (agreements about how to interact with each other) if you have them. If these do not already exist, you may want to consider taking the time for the group to establish norms for the circle process in which they are about to engage. See notes section for an example.
- **Questions Related to the Election**
 - What have you been thinking and/or feeling as the election unfolded on November 3rd and beyond?
 - What is something you need today to be able to move through your workday?
 - What do you need in the coming weeks or months? (optional)
- **Check-out:** What's one thing you appreciated about today's circle?

Notes:

- Each individual's participation in this circle should be a voluntary.
- Questions for setting norms:
 - One concern or apprehension I have for this circle is...
 - One hope I have for this discussion is...
 - What norms could we agree upon that would reduce our apprehensions and support our hopes for this discussion?