

Resonance Triads

(25 minutes)

Purpose

A Resonance Triad is a light, quick mutual support practice designed to foster connection, trust, and psychological safety in a group. It allows participants to feel seen and supported through sharing and deep listening within a safe and clear structure.

As this exercise involves sharing a degree of emotional vulnerability, it works best when people already know each other a little or have done a warm-up exercise before diving in. It's not recommended to start a workshop with this activity, but it's great for deepening connection once you've built up some familiarity and comfort in the group.

Process

As a facilitator, explain the entire process before the group splits into triads.

1. Form Triads

- Gather in groups of three and sit in a small circle.
- Decide who will go first - if it's hard to decide, the person with the longest hair starts

2. Sharing & Listening (3 minutes per speaker)

- The starting person shares their response to the guiding question (see below) for three minutes

Useful approaches for sharing

- Speak from your heart.
- Share what comes up for you in the moment - your immediate, personal experience. Using "I"-statements is useful.
- Pauses are okay - as a speaker you may close your eyes (or not) and notice whether anything else wishes to be shared.

Useful approaches for listening

- As a listener, just listen to the speaker and feel how their words touch you.
- There is no need to do anything else, like asking questions, giving feedback, solving or fixing anything. Just be there and listen.

3. Giving Resonance (2 minutes total)

- After the speaker finishes, the two listeners have two minutes together to share what resonated with them.
- Sharing resonance means:
 - What did you hear the other person say?
 - What did you feel when the other person was sharing?
 - What came up for you?
 - There is no need to solve or fix anything. There is no right or wrong resonance.
 - The only piece of advice for giving resonance is: do not give advice!
- Make sure both listeners have a chance to share within the two minutes.

4. Rotate Roles

- Switch roles so the next person has the chance to speak and receive resonance.
- Repeat until all three participants have had a turn to share

Facilitator's Notes

- After explaining the process, invite questions to make sure everyone understands the practice
- After the questions and before splitting into triads, share the **guiding question**:
“What is currently difficult or challenging in your life?”
- Share that participants can respond on any level — physical, emotional, social, or otherwise. Emphasise that they should share only as deeply as feels right for them in the moment.
- Invite participants to form their triads and decide who will start.
- Keep time and gently but clearly announce when it's time to move from sharing to resonance and to rotate roles.
- Once all rounds are complete:
 - Invite participants to thank their triad partners in a way that feels good.
 - Return to the large circle for the next step of the session.
- Reflection (optional but highly recommended)
 - Once everyone is back in the large circle, invite participants to share how the exercise was for them.
 - You might simply ask a very open question, such as: *“How was that?”*
 - Or you might ask more specific questions such as:
 - *What did you notice while sharing or listening?*
 - *What felt supportive or surprising?*
 - *How do you feel now compared to before the exercise?*
 - These reflections often lead to meaningful insights about listening, connection, and the value of being heard. Allow space for a few voices to be shared before moving on.