

Complexity Levels

This numbering system is a practical guide for facilitators to understand the complexity of different exercises and their potential emotional impact. It helps team members to choose exercises to present. The numbering system is based on four criteria:

- **Set-up.** The number of steps involved in explaining and leading an activity.
- **Intent.** Whether the goal of the activity is to uplift, affirm, or involve participants in deeper levels of sharing personal experiences.
- **Level of sharing.** The degree of personal sharing asked of the participants. Levels of sharing can be low, moderate, or high.
- **Vulnerability.** The degree of self-disclosure asked of the participants and the potential emotional effects on them.

Level 1

Set-up:	1-3 steps
Intent:	Uplifting or affirming, with positive sharing and making people feel safe.
Level of Sharing:	Low
Vulnerability:	Anticipate a low level of self-disclosure; participants manage their own experience.
Preparation:	Go over the exercise a few times beforehand.

Level 2

Set-up:	3-6 steps that often involve moving participants and distributing materials.
Intent:	Involves working in pairs or groups and/or exploring vulnerability.
Level of Sharing:	Low to Moderate
Vulnerability:	Self-disclosure may vary, depending on the questions asked. Participants can choose how much to share.
Preparation:	Practice the exercise with another facilitator before the session.

Level 3

Set-up:	More than 5 steps.
Intent:	To explore deeper self-disclosure and vulnerability in a supportive community.
Level of Sharing:	Medium
Vulnerability:	Participants may experience negative thoughts or emotions during the exercise. These may come up in debriefing and need to be discharged.
Preparation:	Experience the exercise as a participant and observe another facilitator do it before facilitating it for the first time. Practice it with the team beforehand.

Level 4

Set-up:	More than 5 steps, with instructions given at different times during the exercise. All facilitators are expected to observe participants during the experience.
Intent:	To explore a deeper level of vulnerability and awareness, and engage in personal change, high levels of cooperation, or interactive support.
Level of Sharing:	Medium to High
Vulnerability:	Participants may feel less in control of their experience and reactions. The debriefing may lead to deeper sharing. Emotions may need to be discharged.
Preparation:	Experience the exercise as a participant. Observe another facilitator. Partner with another facilitator at first to practice it together and with the team.

Level 5

Set-up:	More than 5 steps, with instructions given at different times during the exercise. All facilitators observe participants and take supportive action.
Intent:	To take participants to deeper levels of self-disclosure and vulnerability and open them to Transforming Power and personal change.
Level of Sharing:	High
Vulnerability:	Participants find it difficult to control their reactions and may need to debrief in order to return to the present. They may need to discharge emotions or restore community in the group.
Preparation:	Experience this exercise as a participant and observe another facilitator. Partner with another facilitator who knows the exercise well until you can lead it on your own. Practice it together and with the team before the session.