Relationships: Negotiating Dynamics
A PReP Framework for Public Engagement Reflection Deck

Workbook Edition

Interactive Versions Available

Print-at-home and digital versions of each PRep Framework for Public Engagement Reflection Deck are also available. Use whichever version is most suited to your needs.

The print-at-home version allows you to print, cut out, and interact with the exercises via a set of physical cards:

Pathways Deck: https://bit.ly/prep-pathways-print
People Deck: https://bit.ly/prep-people-print
Relationships Deck: https://bit.ly/prep-relationships-print

The digital version allows you to interact with the exercises via a set of tiles in a slidedeck:

Pathways Deck: https://bit.ly/prep-pathways-digital
People Deck: https://bit.ly/prep-people-digital
Relationships Deck: https://bit.ly/prep-relationships-digital

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Introduction

Objective

The PReP Framework for Public Engagement Reflection Decks are designed to help you build capacity in public engagement by bridging theory to practice. They translate the theoretical PReP Framework for Public Engagement into three sets of exercises that promote active reflection. While deep knowledge of the framework is not required to engage with the Reflection Decks, we recommend reviewing the framework explainer linked within this booklet because it may prompt ideas related to your specific engagement activity. We encourage you to use the Reflection Decks to meet your own needs in public engagement.

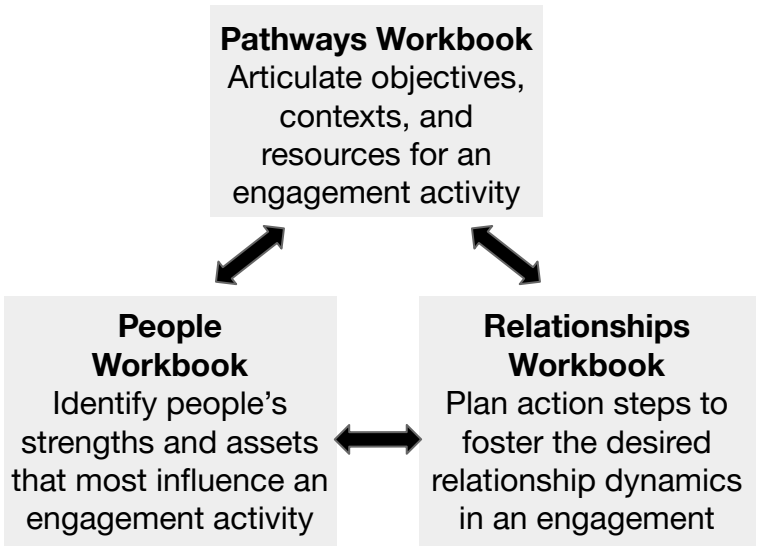
Overview

Intended For: Public engagement practitioners in higher education institutions and their public partners

Purpose: These Workbooks will help you:
- Engage in deep reflection
- Create and implement an action plan
- Reflect on the plan's progress or hiccups

Structure: This is the **Relationships: Negotiating Dynamics Deck Workbook.** The Workbooks act like stacking blocks: you can use the others based on your needs.

Estimated Time: 60-80 minutes per Workbook



Things to Keep in Mind

Present Tense

All instructions are in the present tense, as though you are using the Workbooks to prepare for or are in the midst of an engagement activity. However, you can use the Workbooks to reflect on past engagement activities by mentally changing the prompts to the past tense.

Partnership

The Workbooks use the idea of "partnership." We recognize that not all practitioners may consider others in their engagement to be "partners." Terms like "visitors" or "readers" may resonate better. We believe that thinking of these individuals as "partners" can unlock new understandings of them.

Assumption-Checking

We urge you to critique your reflections:
- What assumptions are you are making, especially about your partner(s)?
- How did you develop them?
- Are these assumptions equitable?
- How could you verify or revise your assumptions?

Set-Up

Workbook Selection

This is the **Relationships: Negotiating Dynamics Deck Workbook.** You can come back to the other two Workbooks at any time. Each Workbook is designed to take **60-80 minutes.**

Pathways: (Re)Scoping Projects
Articulate objectives, contexts, and resources needed for an engagement activity

People: Empathy Mapping
Identify people's strengths and assets that most influence an engagement activity

Relationships: Negotiating Dynamics
Plan action steps to foster the desired relationship dynamics in an engagement activity

Additional Materials

Pen or PDF Reader
You'll get more out of the Workbooks if you get your thoughts down. Print out a copy or type directly into the fillable PDF.

Timer
You'll need a 90-second timer on your phone or computer, like this one: https://www.youtube.com/watch?v=x_IC2LQU1U0

Camera (Optional)
You can take a picture of your worksheets for reference throughout your engagement.

Actions

Each Workbook involves the following actions:

Set the Stage
Define the what and who of your engagement activity

Interact
Interact with the concepts in some way, such as by sorting or selecting

Download
Take 90 seconds to respond quickly to a specific prompt on a card

Dive Deeper
Journal or reflect more deeply in your mind with probing follow-up questions

Takeaways
Record what you've learned and what you'll do in the future

Resources

To facilitate your engagement with the PReP Framework for Public Engagement Reflection Decks, please reference the following resources.

Framework Overview

This explainer provides a brief overview of and rationale for the framework on which these Reflection Decks are based:

https://bit.ly/prep-explainer

Glossary

This glossary provides definitions and examples for the concepts referenced in the Reflection Decks:

https://bit.ly/prep-glossary

Relationships: Negotiating Dynamics Reflection Deck

Workbook Edition

Set the Stage | 6 Minutes

What ~ 2 Minutes

Select an engagement activity on which to reflect. Describe this engagement, including its current status or progress and what you hope to achieve.

Who ~ 2 Minutes

List all the primary people, including yourself, involved in this engagement.

Your Partner ~ 2 Minutes

Pick one person from the public from the “Who” list to focus on for this exercise. What motivates you to focus on this person? What is the current stage/status of your relationship with them?

Interact: Self | 5 Minutes

Review the relationship qualities, below, that can apply to your relationship with your partner within this engagement activity. **From your perspective**, sort all 8 relationship qualities into the matrix based on their importance to your relationship with your partner.

Access: equal freedom or ability given to all individuals, no matter personal characteristics or identities, to obtain or make use of available tangible and intangible resources

Accountability: an obligation or willingness to accept responsibility or to account for one's actions and their impact on others in the engaged relationship

Credibility: the quality of being believable or worthy of trust, given congruence between stated or implied beliefs, values, and expertise and manifested behavior

Inclusivity: the notion that a relationship or system is welcoming to new populations and/or identities; this presence is not merely tolerated, but invited to contribute meaningfully into the system in a positive, mutually beneficial way

Power Sharing: the relative balance of decision-making authority, resources, risks, and other influences; power balances can be healthy, neutral, or toxic, and this balance relates to the degree to which individuals can negotiate a shared and acceptable equilibrium of authority, risks, and resources sufficient to discourage or prevent one party from imposing its will on or interfering with the interests of another

Representation: to act in the place of a group in some respect; a commitment to representation involves centering histories, cultures, and voices of individuals and communities that have been marginalized from dominant spaces and/or narratives

Transparency: being true to one's values, perspectives, and actions as it relates to the engaged relationship and expressing this openly and authentically to others

Trust: assured reliance on the character, ability, strength, and/or truth of someone or something

Less Important (2 concepts)	Somewhat Important (4 concepts)	More Important (2 concepts)

Download: Self | 3 Minutes

Write the two relationship qualities you sorted into the *More Important* category into the available spaces below. Then for each, **take 90 seconds** to describe how the concept might impact this engagement activity, **from your perspective.**

_____

More Important Relationship Quality #1

_____

More Important Relationship Quality #2

Dive Deeper: Self | 6 Minutes

Journal or Reflect ~ 3 Minutes

How did you decide which concepts to place in each category?

Journal or Reflect ~ 3 Minutes

What does this sort suggest about the expectations or assumptions that you are bringing to this relationship and engagement activity? Which might you need to revise?

Interact: Partner | 5 Minutes

Review the relationship qualities, below, that can apply to your relationship with your partner within this engagement activity. **From your partner's perspective**, sort all 8 relationship qualities into the matrix based on their importance to your partner's relationship with you.

Access: equal freedom or ability given to all individuals, no matter personal characteristics or identities, to obtain or make use of available tangible and intangible resources

Accountability: an obligation or willingness to accept responsibility or to account for one's actions and their impact on others in the engaged relationship

Credibility: the quality of being believable or worthy of trust, given congruence between stated or implied beliefs, values, and expertise and manifested behavior

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Trust: assured reliance on the character, ability, strength, and/or truth of someone or something

Less Important (2 concepts)	Somewhat Important (4 concepts)	More Important (2 concepts)

Download: Partner | 3 Minutes

Write the two relationship qualities you sorted into the *More Important* category into the available spaces below. Then for each, **take 90 seconds** to describe how the concept might impact this engagement activity, **from your partner's perspective.**

_____

More Important Relationship Quality #1

_____

More Important Relationship Quality #2

Dive Deeper: Partner | 6 Minutes

Journal or Reflect ~ 3 Minutes

How did you decide which concepts to place in each category?

Journal or Reflect ~ 3 Minutes

What does this sort suggest about the expectations that you believe your partner may be bringing to this relationship and engagement activity?

Interact & Download: Self and Partner | 11 Minutes

Take 5 minutes to refresh your memory on how you sorted the relationship qualities for yourself and your partner. Write all the *Less Important* and *More Important* relationship qualities into the corresponding spaces below.

	Less Important	More Important
Self		
Partner		

Journal or Reflect ~ 3 Minutes

What might explain any alignment or divergence between the Self and Partner concepts?

Journal or Reflect ~ 3 Minutes

How have you developed your understanding of your partner? What steps might you need to take to ensure your perspective of them is equitable?

Download: Relationship Types | 3 Minutes

Review the different kinds of relationship types, below. Select the relationship type that you have with your partner in this engagement activity. **Then, take 90 seconds** to describe the implications that this relationship type has for the engagement activity.

Inform: to provide accurate information to support partners' understanding of an issue

- *Example:* speaking at a webinar about your scholarship

Counsel: to work with partners throughout the process to make sure that you are understanding partners' needs or ideas well

- *Example:* gathering input from an advisory board

Team: to share decision-making in all areas with partners throughout the process

- *Example:* co-developing a research project, from forming the research question to design to deliverables

Community Ownership: to leave decision-making in all areas to partners throughout the process

- *Example:* university-sponsored exhibition developed fully by community members

_____

Selected Relationship Type

Dive Deeper: Relationship Types | 6 Minutes

Journal or Reflect ~ 3 Minutes

Compare the relationship type you picked with the relationship qualities that you selected for yourself and your partner. How might you resolve any divergence between the relationship type and qualities?

Journal or Reflect ~ 3 Minutes

List specific action steps that you can take to develop each of the *More Important* relationship qualities that you selected for you and your partner.

Takeaways | 10 Minutes

What ~ 2 Minutes

What have you learned about your engagement activity?

So What ~ 2 Minutes

Why is this new or revised understanding important?

Now What ~ 2 Minutes

List 3 action steps that you will take to apply this understanding to your engagement activity.

Rating ~ 1 Minute

How are you now feeling about this engagement activity, with 1 being terrible and 10 being awesome? Highlight or circle the corresponding number.

1 2 3 4 5 6 7 8 9 10