

Allowed, willing and able Exercise

Why?

Allowed and willing and able are three concepts we can use to understand motivation and action as well as help us design and create strategies that we can use to make more room to move. This exercise is designed to help us explore how our own experiences have been shaped by these boundaries.

How?

The facilitators will first of all model working in pairs to explore a series of questions. Participants will then get an opportunity to revisit their own experiences of being allowed, willing or able.

- Consider something you didn't do in a previous job you held. (it would be most useful if you remembered a support role you have held).
- Where did the idea come from to do that thing?
- What rules or expectations were there around that?
- How many other workers did you know that had done that before?
- Did you consider the thing to be in any way difficult to do, unusual to do, tricky, potentially unpopular with your colleagues, surprising for that culture or potentially scary for you or others.

Alternative exercise.

- Consider a time when in a support role that you considered doing something that was either difficult, unusual, tricky, potentially unpopular, surprising for that culture or just downright scary.
- How did you decide to do that thing
- What knowledge, skills were required to do that thing
- How would you know it was a risk?
- Who was on your side in the organisation?
- What were the spoken or unspoken rules about how things were supposed to be done?

Take turns to ask each other these questions in pairs – the facilitators will then ask you to share your learning about allowed, willing and able with the other participants.