

## Session #6: Reciprocity Ring

**Purpose:** Build connections with others at the workshop and learn how to ask for and get help.

**Secondary Purpose:** Develop a community who is interested in seeing economics become a more welcoming and diverse field.

**Expected Outcome:** Learn how to ask for and offer help.

### Creating a Practice: What is the intention?

Adults learn through action and experience, when they are motivated and it matters, from peers and role models, and when supported by the right systems.

*“Practice, practice, practice: all learning is doing, but the doing needed is inherently developmental. Bring together diverse stakeholders with little history of collaboration, different mental models, and different and even apparently competing aims is a high-risk undertaking. Good intentions are not enough. You need skills. But skills come only from practice. Everybody wants tools for systemic change. But too few are prepared to use the tools with the regularity and discipline needed to bring their own and others capabilities.”*

Senge, Hamilton, Kania. *The Dawn of System Leadership*.

## Tips

### Learn together.

Make mentoring practices a “project.” *How Might We...*

### Balance advocacy and inquiry:

Intentionally select a new phrase to practice

### Build your own toolkit:

Try out some of the approaches that you are learning and note how they work.

### Reflect:

Make time at end of meetings to talk about process.

What small steps can I start taking? What can I start doing or intensify?  
What do I have to say “no” to? In what ways will that be challenging?  
What shift in my mindsets, behaviors, mental models will make the biggest difference?  
How will I know that I’m succeeding?  
What are the potentials that I want to keep in focus? What risks will I work through?  
What new tools? practices? skills? phrases? models?