

4-Sides Model

Field of application	Communication Intercultural Training
Resume / Brief description	This activity is based on the 4-Sides Model by Friedemann Schulz von Thun.
Target group	Students Lecturers Entrepreneurs Colleagues of the same company or work team Colleagues working in intercultural contexts Professionals of different area
Group size	There is a minimum number of 1 participant for this exercise. The ideal group size is 12-20 participants.
Objectives	The activity has the objective <ul style="list-style-type: none"> To differentiate between the four levels of communication: <ul style="list-style-type: none"> Factual, Self-revealing, Relationship, and Appeal.
Requirements	Material <ul style="list-style-type: none"> Stopwatch Signal (whistle, sound signal, etc.) Time <ul style="list-style-type: none"> 10-15 minutes for the activity 5 minutes for the debriefing
Implementation - Guidelines	1. Preparation <ul style="list-style-type: none"> Read the explanation of the model and analysis of different messages 2. Process <ul style="list-style-type: none"> Present the 4-sides model Make a first example statement Analyse the factual level Analyse the self-revealing level Analyse the relationship level Analyse the appeal level Make a second example statement Re-analyse all levels 3. Debriefing <ul style="list-style-type: none"> What does the other person hear from me through all four sides? Do I hear everything the other person communicates? Can I draw other conclusions from the other person's message that are more empathetic, accepting and inclusive?
Template	Handout for individual work: Handout_Offline Reflection and Discussion.pdf
Additional format/references	<p>Thiagarajan, S. (2012). More Jolts! 50 Activities to Wake Up And Engage Your Participants, San Francisco: Pfeiffer.</p> <p>Thiagarajan, S. (2016). Interaktive Trainingsmethoden: Thiagis Aktivitäten für berufliches, interkulturelles und politisches Lernen in Gruppen (3. Auflage.). Schwalbach: Wochenschau Verlag.</p>

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