

# 4-Sides Model

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