

15% SOLUTIONS

Discover and focus on what each person has the freedom and resources to do now

15 % solutions is a method that empowers participants individually or at group level to think, reflect and act based on the possibilities and capabilities they possess at hand in a given situation. The focus is placed on the contribution that individuals or groups can make with the freedom and the resources that they have available, and encourage to shift their mindset from powerlessness to enablement.

Purpose: Knowledge construction

Group size:
< 20, 21 - 50\

Duration: 30 min - 1 hour

Multilanguage fit: no

USE THIS METHOD:

- Progress at times of impasse, negativism, and sense of powerlessness.
- Discover people's individual power and collective power.
- Reveal bottom-up solutions.
- Remember unused capacity and resources.
- Close the gap between knowing and doing.
- Plan tasks in which individuals are expected to take initiative.
- Any challenge that requires many people to change to generate success.

Level of interaction:
high

THE SPACE HERE
CAN BE FILLED
WITH YOUR
NOTES



STEPS TO APPLY THE METHOD: _____

Preparation

1. Define the purpose of the learning activity and plan the session understanding whether you will facilitate this method for individual or group needs.
2. Prepare and set up the context. For instance, you can tell a story about a small change made by an individual that sparked a big result. Do you recall Rosa Parks not giving up her seat on the bus for a white passenger in *Alabama*?
3. Prepare a set of breakout rooms so that participants can work in small groups, and at a later stage bigger groups.

Delivery

1. Brief the participants about the purpose and the procedure of the learning activity.
 - Set up the context and explain that people typically complain about the things that they cannot control, and that the learning activity supports to figure out where people have the freedom to act today, what can be done without anyone else's permission. Consider adding the following comments:
 - Reinventing the wheel is OK.
 - Each 15% Solution will add to your understanding of what is possible.
 - Clear and common purposes and boundaries can generate consistency among many 15% Solutions.
 - Facilitator asks two questions and participants reflect individually for a couple of minutes.
 - Participants are distributed in breakout rooms in small groups of 2 or 3 persons where they work for a maximum of 10 minutes.
 - Participants present their reflections and listen to others.
 - Active listening is required. Questions for clarifications are welcome.

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- Participants in their groups move on to provide consultation to other groups.
 - Questions are asked to clarify and to offer better advice.
- 2. Ask your participants “Where is your 15%?” and “Where do you have discretion and freedom to act?”.
- 3. After individual reflection, distribute participants into breakout rooms for the first round within a small groups, and later for the second round within a larger group.
- 4. Conclude the activity by ...

TOOL TIPS: _____

The power of small things video https://www.youtube.com/watch?v=_HEnohs6yYw&ab_channel=ProjectBetterSelf

Small change big impact - story https://www.youtube.com/watch?v=FE6Yvy--5aw&ab_channel=HISTORY

