

THE OPENING SCRIPT — READ IT WORD FOR WORD

*"Today, we're not choosing sides. We're noticing our current coordinates.
Think of your ideas as a journey. We all start in different places, and routes
change as we learn. All locations are valid."*

NORMS: all locations valid · pass any question, no explanation · patterns, never people

THE FIVE MOVES

- 1 Locate** base camp · trailhead · crossroads · ridgeline · summit for now — or private
- 2 Compass** what's steering you (evidence · experience · values · curiosity · caution) — and what put it in your hand?
- 3 Case questions** three per case — the italic line under each is your probe, not an extra question
- 4 Weather** one word: ☀ clear · 🌫 fog · ⇄ crosswinds
- 5 Equipment** pick one tool to keep learning: guide · journal · binoculars · opposing map · waypoint

Close: "Did anyone discover a new route — or notice something new on their map?" *No vote. No winner.*

THE 25-MINUTE CLOCK

00-02	frame + norms	02-07	meet the case	07-09	locate
09-13	compass check, pairs	13-19	case questions, whole group	19-21	weather popcorn
21-24	equipment check, collect unsigned	24-25	close		

WHEN IT GETS HUMAN — SAY IT WARMLY, RETURN TO THE MAP

- **Emotion / disclosure** *"Thank you for trusting us with that. You don't owe us anything more — stay, pass, or step out."*
- **Silence** *"I'm comfortable waiting — this map's been here longer than we have."*
- **One voice dominating** *"You've given us pins to place — I want two more voices before we loop back to you."*
- **The cynic** *"You might be right. Put it on the map — caution is a compass point, not a foul."*
- **"Is this therapy?"** *"No — it's navigation. We're mapping where we stand, not treating how we feel."*
- **Debate reflex** *"What trail marker got you there?" · "Say more about the fog."*

BEFORE ANYONE PICKS UP A PEN

*"These maps stay in this room. No photographs with names, no filing, no follow-up file.
The notes are recycled or go home with you — the thinking is what you keep."*

Boss in the room? Go first and go low (fog or crossroads) — or hand off facilitation and walk as a participant.