

HMV Training: The Rapid Engagement Model

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Rapid Engagement offers a new, highly flexible way to conduct an HMV session.

- Based on the “speed dating” model
- Sessions can be as short as 5-10 minutes or as long as you wish
- Can be used as an adjunct to other programs to engage discussion or assess knowledge
- Can be easily utilized with nearly any topic
- Requires everyone to participate equally
- Encourages sharing between people who might not ordinarily talk to one another
- Encounters are brief enough and 1:1 in nature so as to minimize social anxiety
- Typically leads to more overall talk time per person in a more condensed format
- Shapes behavior to encourage interaction and safe expression of feelings
- Should be seen as fun and energizing

Nuts and Bolts

- Ahead of time, determine the topic to be discussed
- Develop a list of questions which will engage the group
- Explain the way the model works and arrange group in either paired lines or circles depending on the space you have
- Each interaction is timed and in the beginning, each person takes a turn speaking
- Initially, one person talks and the other only listens, then they switch roles
- Typical timing for an interaction is 1-3 minutes
- After each question is asked, the pairs shift so each member has a new partner
- As the session progresses, pairs can be told to talk together rather than take turns
- Monitor the time allotted for rapid discussions carefully and announce when time is almost up
- Be clear either when it is time to switch roles or to switch partners and ask a new question

Question Strategy

- Always start with the simple and move towards increasing complexity
- Questions should begin impersonally and become more intimate
- Discussions start shorter and get longer
- Approaches to questions move from:
 - Taking turns where one speaks, the partner only listens
 - Taking turns, but partner can comment
 - Open discussion between the pair
- Typical progression might unfold as:
 - General information: “Where do you live and for how long?”
 - Impersonal information: “What is something you enjoy about your community?”
 - Limited personal information: “Who is someone you particular admire and why?”
 - Personal information: “As a child, what did you want to be when you grew up and why”
 - Increasingly personal, non-threatening: “What is one of your greatest accomplishments?”
 - Highly personal, potentially threatening: “How have you disappointed your children?”
- Done properly, participants become increasingly comfortable with sharing personal information
- If the group seems uncomfortable, back off the more personal questions
- If the group seems open, increase interaction time, personal nature of questions, or encourage more shared discussion within a pair rather than simply turn-taking