

# **4** TOOLS TO MIX AND MATCH

- 4.A. Getting Clear. What Is Going On?**
- 4.B. Staying Safe. How Do We Stay Safe?**
- 4.C. Mapping Allies and Barriers. Who Can Help?**
- 4.D. Setting Goals. What Do We Want?**
- 4.E. Supporting Survivors or Victims. How Can We Help?**
- 4.F. Taking Accountability. How Do We Change Violence?**
- 4.G. Working Together. How Do We Work Together as a Team?**
- 4.H. Keeping on Track. How Do We Move Forward?**



## HOW EACH SET IS ORGANIZED

Each set of tools also has the following information:

### 1. What Is It?

- Definitions
- Why it is important
- Using the tools in this section
- Further key questions

### 2. Tool Across the 4 Phases

- Describes some questions or concerns likely to come up when using this set of tools depending on whether one is at the phase of 1) Getting Started, 2) Planning/Preparing, 3) Taking Action, or 4) Following Up (See Section 3.6. Interventions over Time: 4 Phases for more about the 4 phases)
- Relates this category with other categories with which it might connect

### 3. Tips

- Special things to watch out for or to be aware of

### 4. Special Considerations

- Things that might be particularly important to think about from the perspective of:
  - Survivor or victim of violence;
  - Community allies or people intervening in violence; and
  - Person doing harm

### 5. Facilitator Notes

- Tips and suggestions for the facilitator

### 6. Real Life Stories and Examples

- Brief real-life stories that illustrate situations where these tools might be useful

### 7. Tools

- Snapshots or short question guides to begin the process
- Worksheets or longer question guides meant for more thoughtful and thorough reflection and exploration
- Charts used to organize what can become complicated information
- Checklists that can more rapidly move individuals or groups through a process for thinking about next steps

# MIXING AND MATCHING THE TOOLS

## **Flexibility in Stage of Intervention**

Interventions often do not take a straight course from beginning to end. They may involve many people with different interests and agendas. They need to be flexible to accommodate people's changing schedules and varying availability. They must deal with human changes in mood, in willingness to go along with a plan, and with what can be very unexpected and surprising changes as people react emotionally to violence and to challenges to violence.

Most of what you may think of as these categories returned to again and again as groups make their way through interventions to violence. These eight categories are reminders of things that your group should consider and reconsider as you move through an intervention. They also contain tools that groups might find helpful to coordinate and make sense of what can be confusing and emotional situations of violence and intervention.

## **Individual versus Group Use of Tools**

Some of these tools can be used for individuals to think through steps along the way. Some of them are more effectively used for groups. At times, individuals can think about these questions for themselves, and then bring them to compare with others in the group. In that way, they can be useful guides for group discussions and agreements that might involve compromise. They may also lead times where groups may recognize disagreement, even to a point that compromise is not possible.

## **Tools Take Different Amounts of Time**

Snapshots or checklists typically take the shortest amount of time. Worksheets and charts take more time. However, it is difficult to predict how long each step of the process will take, depending upon the situation, the complexity and the level of emotion involved, and the number of people.

## NOTES

