

Figures from Chapter Thirteen (Narrative Intervention) of
Working with Stories in Your Community or Organization: Participatory Narrative Inquiry
(Third Edition)
by Cynthia F. Kurtz

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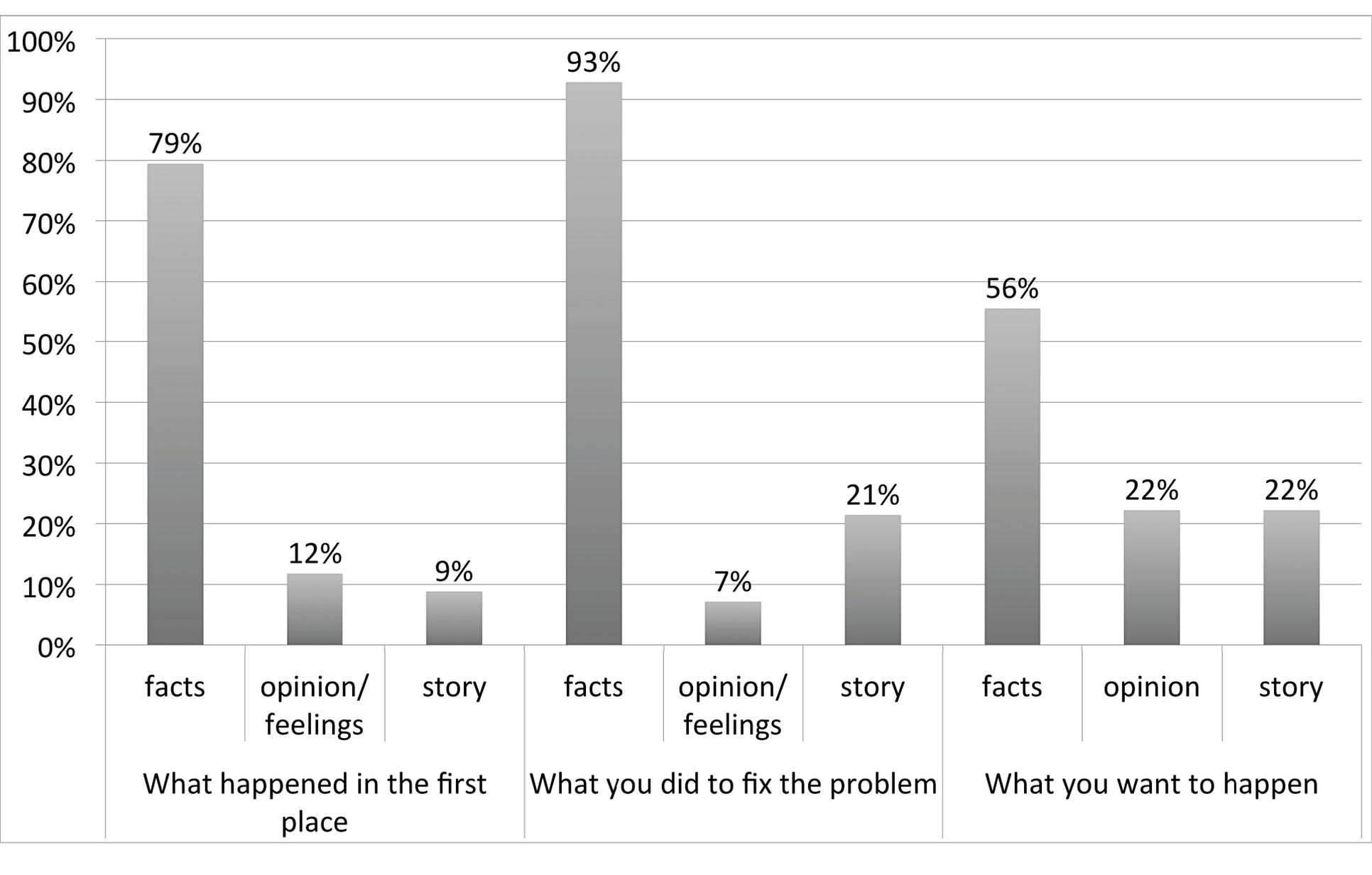
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Figure from *Working with Stories in Your Community or Organization: Participatory Narrative Inquiry* (Third Edition) by Cynthia F. Kurtz. Use granted under the Creative Commons Attribution-ShareAlike 3.0 Unported License.



Three accidents on that corner this year. I'm so worried about my kids walking there.

What is your suggestion?
The corner of Smith and Maple needs better signs.

Why do they want new signs?

I don't know. It looks bad?

We don't have the budget for it.

What is your suggestion?
The corner of Smith and Maple needs better signs.

Wow, somebody actually wants to know what happened.

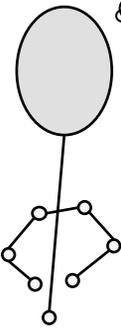
What happened?
There have been three accidents on the corner...

I didn't know that corner was so dangerous.

Sounds bad.

Let's talk to the highway guys.

What is your suggestion?
The corner of Smith and Maple needs better signs.

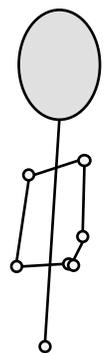


This is ridiculous.
I already know how
to drive a truck.

You've just entered traffic
on a busy street. A woman
on a bicycle is waiting to
cross. Should you brake to
let her cross?

- > *Let the bike cross*
- > *Make the bike wait*

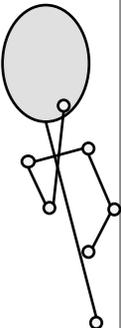
You slow down to let the bike
cross the street.



Because you had not yet fully
merged with traffic, two cars
behind you have to reduce
speed suddenly. They let you
know this by blaring their
horns. How do you react?

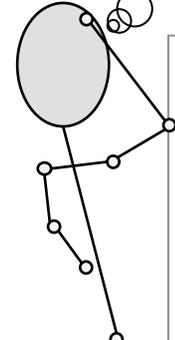
- > *Speed up to give them room*
- > *Ignore them*
- > *Honk back*

You honk your horn loudly.



Now that so many vehicles are
honking their horns, all of the
cars on the street, going both
ways, have slowed down to
see what's going on. Traffic has
slowed to a crawl. What do you
do now?

- > *Yell out the window for
people to hurry up*
- > *Look for a side road*
- > *Wait and see what happens*



Whoa! Maybe I don't
know quite as much as I
thought I did. I'll explore
some more.

You turn down a side
road. It's a narrow, short
dead end. What do you
do now?

- > *Back out onto the
street*
- > *Do a three-point turn*
- > *Get help*

These ones
are worth
keeping.

How To
Share
Stories That
Help Your
Organization
Build Trust

Stories Are
All Around
Us! How to
Tell Them
and Listen
to Them

Practical
Advice for
Community
Storytellers

Stories
from the
Field: What
It's Like to
Tell Stories

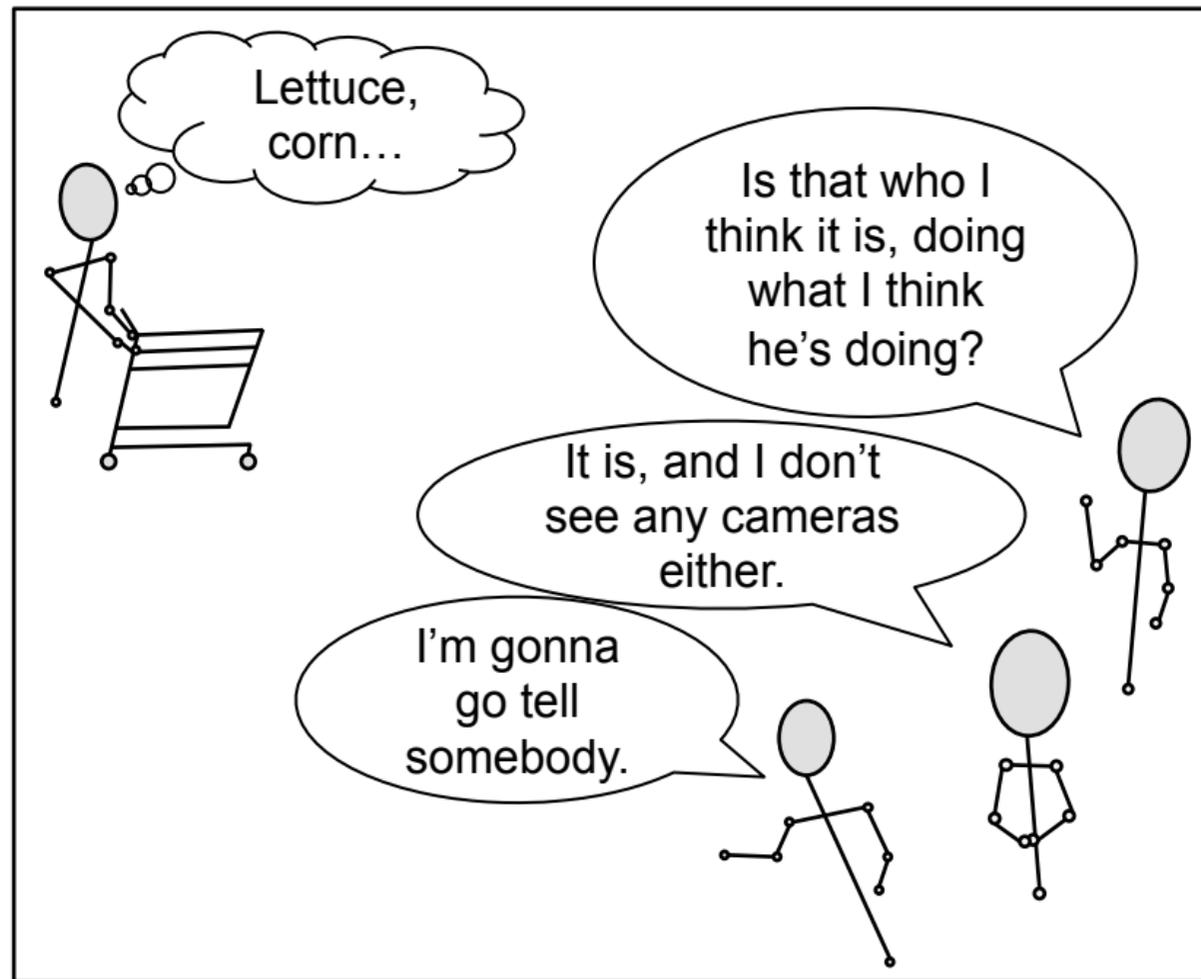
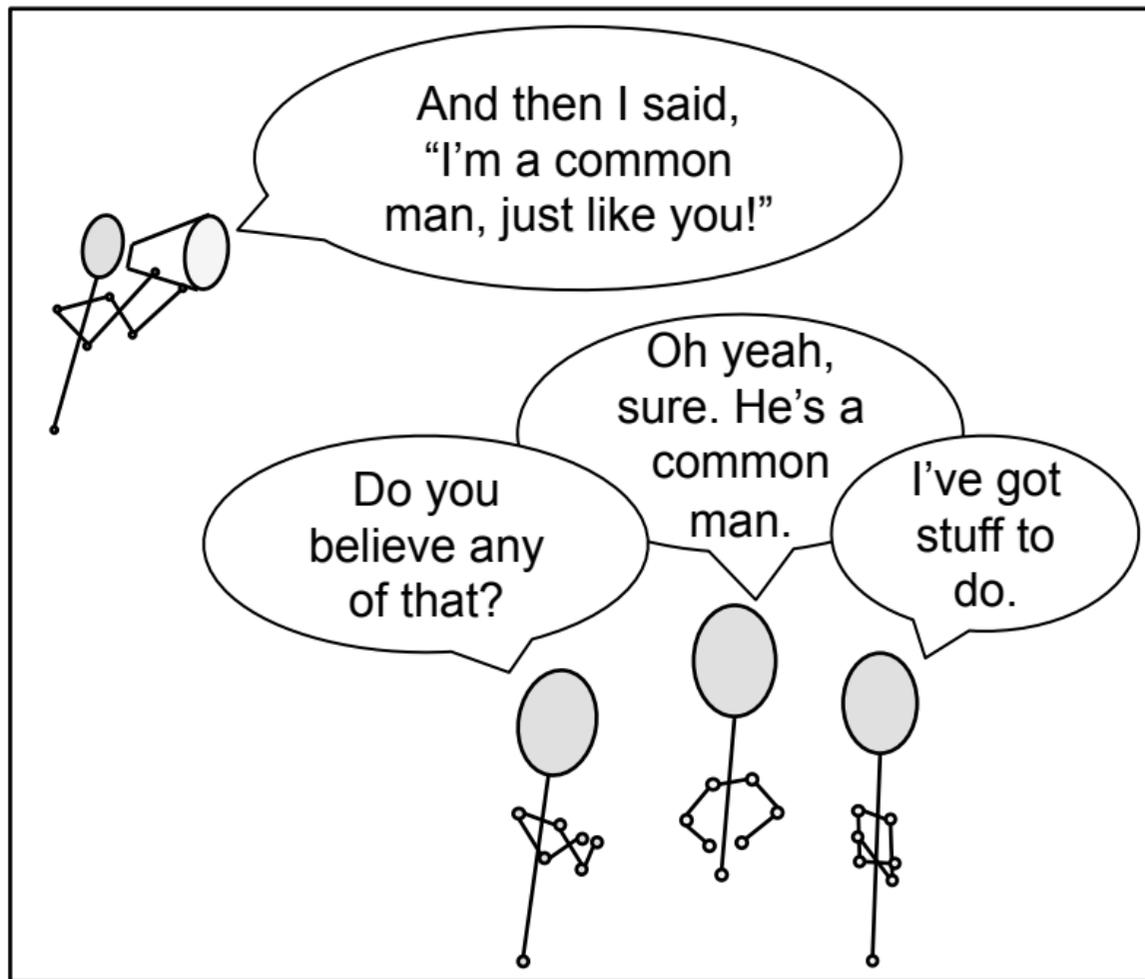
These I'll
put aside.

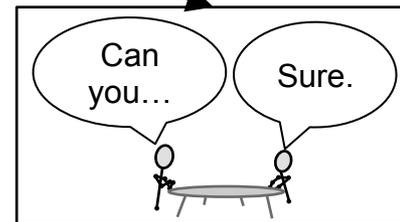
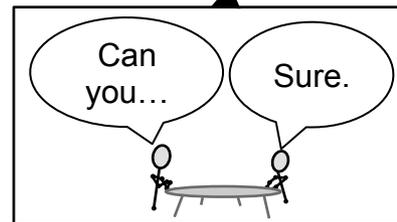
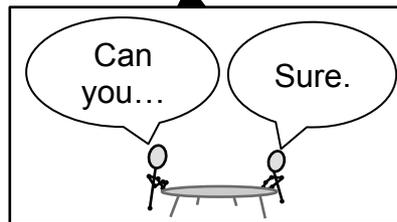
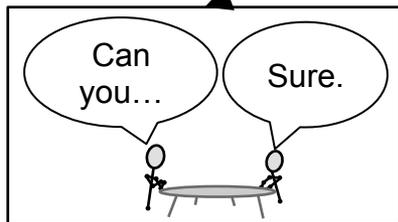
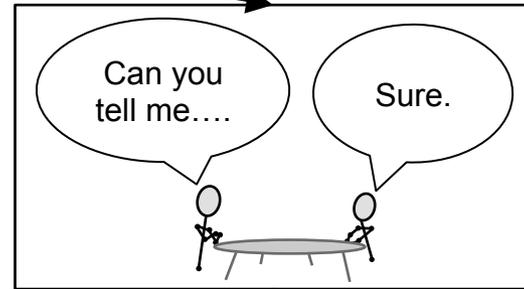
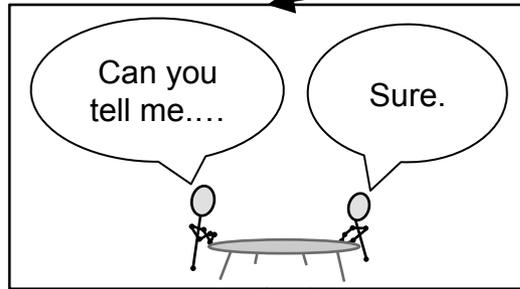
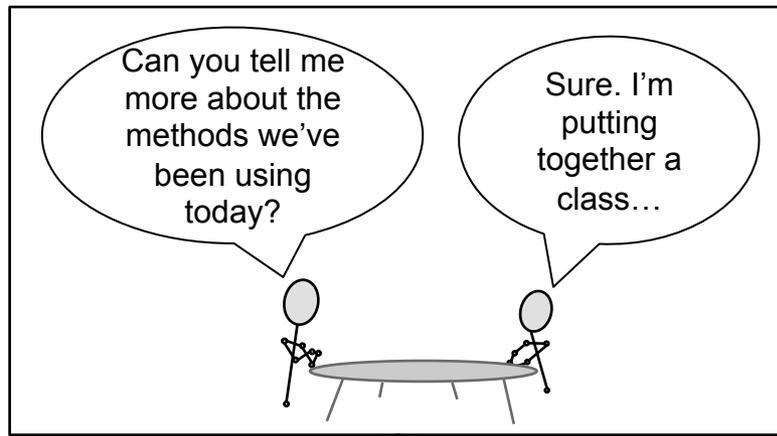
How to Get
Your
Audience
Right Where
You Want
Them!

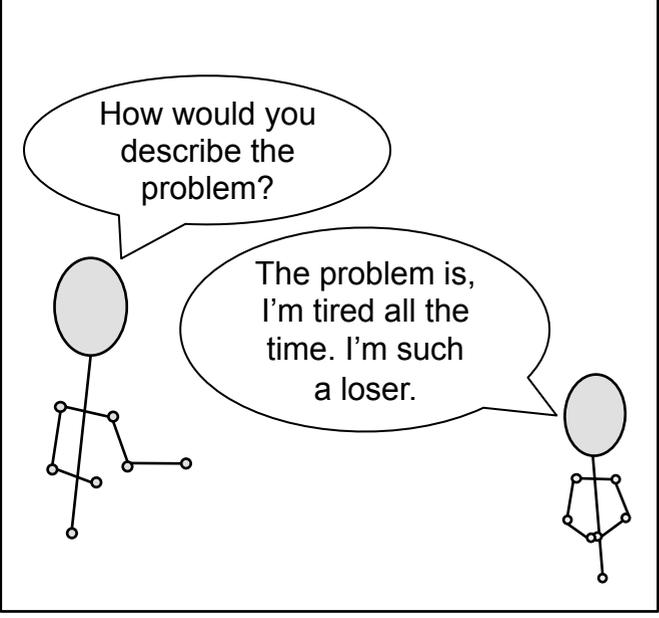
Everything
Is *Easy*
When You
Tell
Stories!

You Can't
Tell Stories
Now, But
We'll Show
You How!

Not Getting
What You
Want? Tell
a Story!

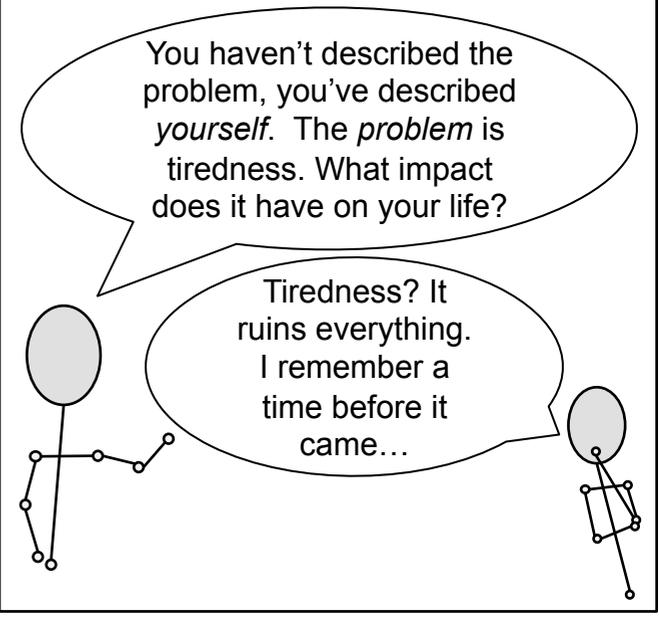






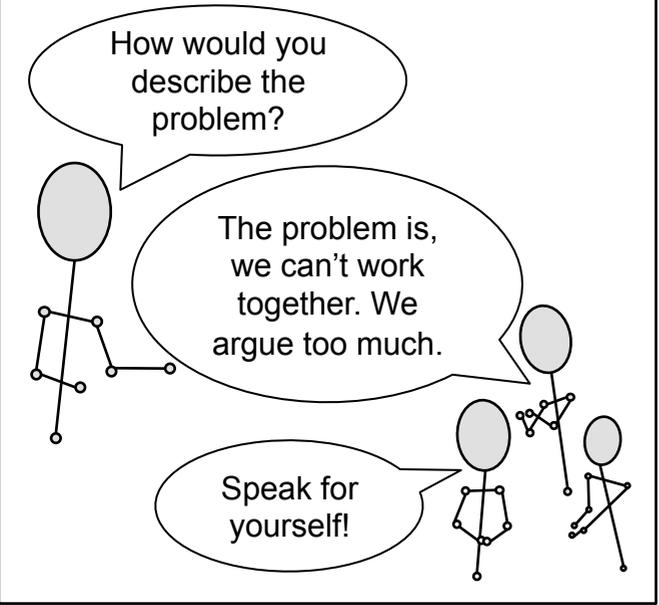
How would you describe the problem?

The problem is, I'm tired all the time. I'm such a loser.



You haven't described the problem, you've described *yourself*. The *problem* is tiredness. What impact does it have on your life?

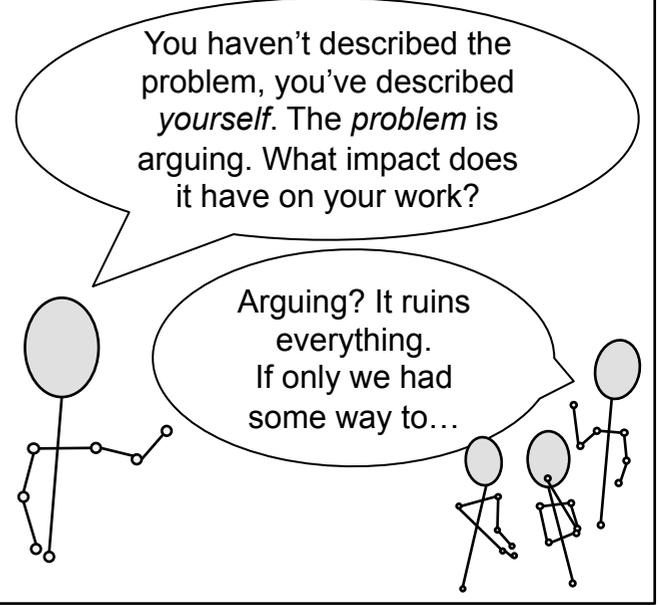
Tiredness? It ruins everything. I remember a time before it came...



How would you describe the problem?

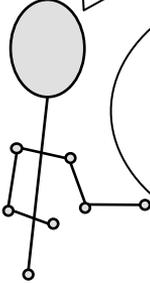
The problem is, we can't work together. We argue too much.

Speak for yourself!

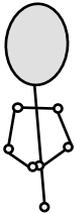


You haven't described the problem, you've described *yourself*. The *problem* is arguing. What impact does it have on your work?

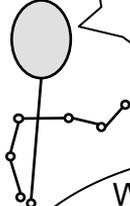
Arguing? It ruins everything. If only we had some way to...



Tell me about your job.



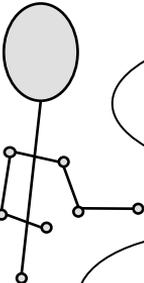
I'm pretty bad at it. Nobody likes me. I get passed over for everything.



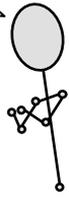
Tell me about a time you felt proud at work.



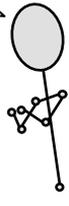
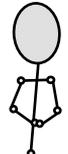
Well, there was this one time. I found a problem nobody else noticed, and I saved us a lot of money, and everybody said I saved the day...



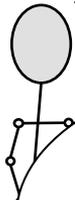
Tell me about your team.



We're not a very good team. We argue a lot.



We're useless really.



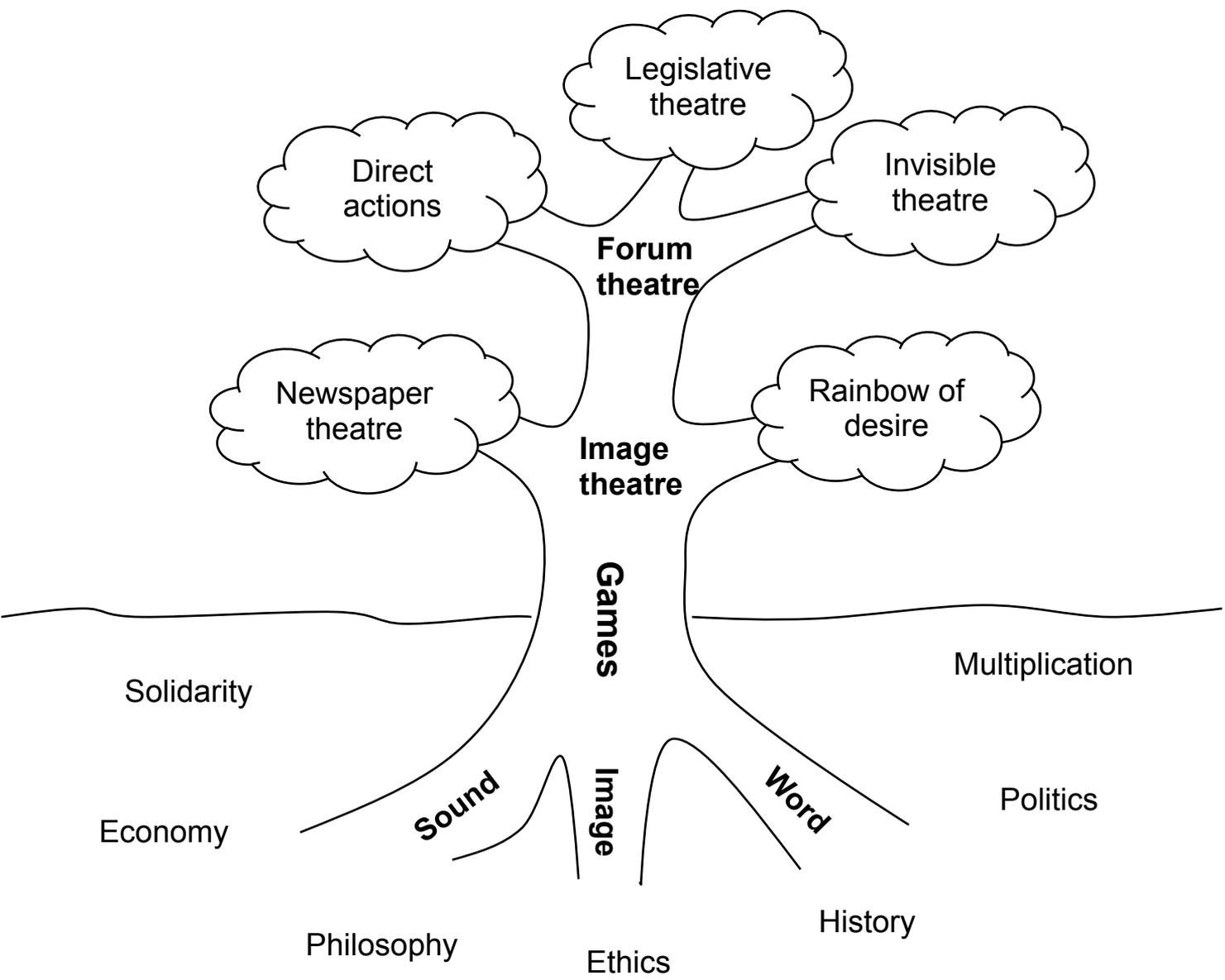
Tell me about a time you felt proud of your team.



Well, there was this one time. We almost missed a deadline, but we stayed up all night – remember the pizza, guys?



Oh yeah, I forgot about that.



Legislative theatre

Direct actions

Invisible theatre

Forum theatre

Newspaper theatre

Rainbow of desire

Image theatre

Solidarity

Multiplication

Games

Economy

Sound

Image

Word

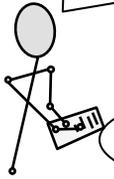
Politics

Philosophy

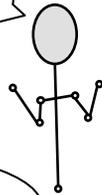
Ethics

History

That's two poor evaluations in a row. Can you explain this?

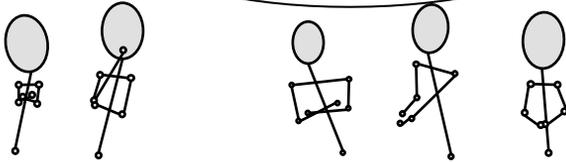


My boss has it in for me.

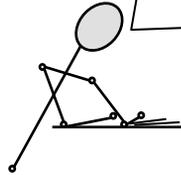


Can you prove that?

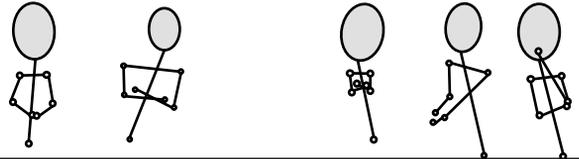
You wouldn't believe me if I did.



I'll give you another chance. But if you can't turn things around in six months we'll have to let you go.



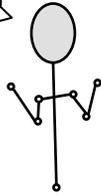
What's the point of waiting?
I quit!



That's two poor evaluations in a row. Can you explain this?

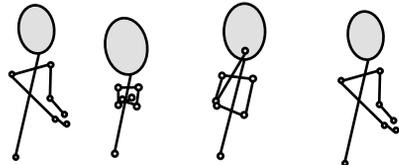
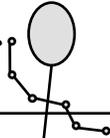


My boss has it in for me.



Can you prove that?

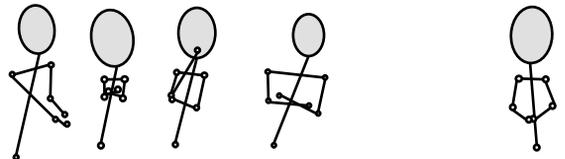
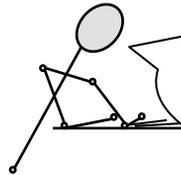
STOP!

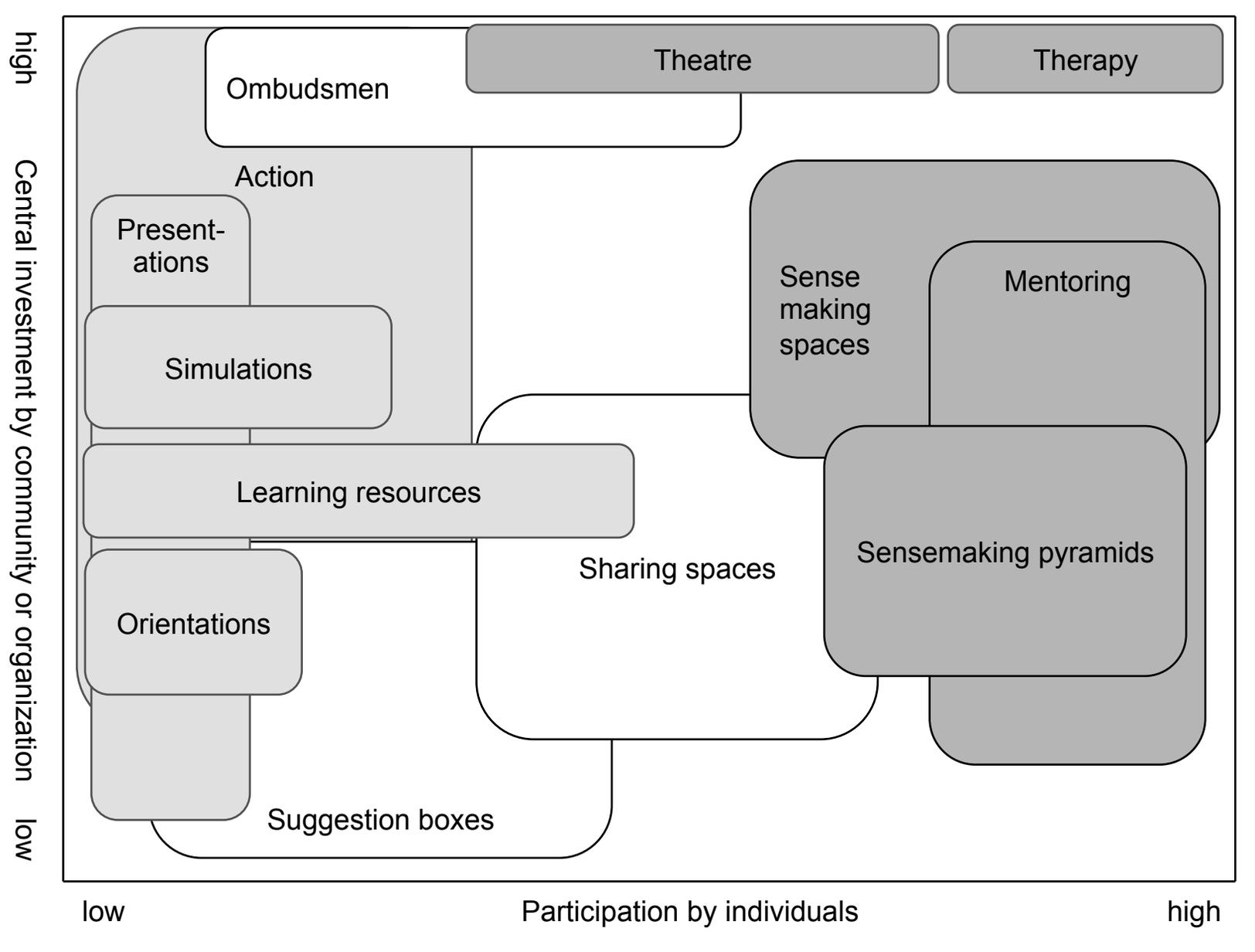


Yes I *can* prove it. Here are records of my accomplishments, and here are statements from my customers.



I'd like to take a good look at these. Can you come back tomorrow?





Ombudsmen

Theatre

Therapy

Action

Presentations

Simulations

Learning resources

Orientations

Suggestion boxes

Sharing spaces

Sense making spaces

Mentoring

Sensemaking pyramids

low

Participation by individuals

high

high
Central investment by community or organization
low