

## Images that assist in expressing thoughts and feelings



expresspack is a pack of 53 playing card sized images (88 x 63mm) carefully constructed and created by talented photographers and trainers Simon Whalley and Tony Wright. RSVP Design is delighted to add this to our range of image/metaphor based activities - the small form factor of these cards plus the wide range of images included really does provide an excellent resource for trainers and coaches to help individuals and groups to truly 'Express' themselves and engage in stimulating conversations. This helps all concerned to build understanding and progression. A pack could be used with each individual or with small teams (3 to 4 people).

How might you use this activity?

### Getting groups started

Just occasionally you will have been with a group and conversations are not flowing! Use expresspack at the start, or to help a natural flow into other ideas you may want to introduce. Layout a pack of cards and get individuals to pick a card which they think relates to them in some way and use it to introduce themselves.

### Change

Change is happening all the time, and it is a subject which can be explored using expresspack. One idea might be to ask an individual/team/department prior to a change initiative to identify a card which represents the state now and another to show how they would like it to be in the future.

### Leadership and Management Development

Leaders and Managers need to help bring clarity to situations. Often they are not doing this, so some useful starting questions with which to use expresspack in this area might include: 'Pick 5 cards which represent your vision/what is important to you in your role?'

Why use metaphor as a communication tool? You can enhance results as:

- Metaphors provide an important route into the deeper more profound levels of a person's thinking
- Metaphors condense information, making things more tangible and easier to work with
- The metaphor for an experience has a similar structure to the experience that it represents
- Metaphors can represent experience more fully than abstract concepts and so enable more effective communication
- When people experience change, both the metaphor and real-life experience generally change in tandem

### What are the advantages of this resource?

The resource is completely flexible and is used as a stimulus to help individuals to express their needs and viewpoints more quickly and deeply. The visual metaphors encourage people to talk, even those who might be reserved and reticent if asked direct questions. These images have been particularly successful with youth and community workers, who have found them a valuable way of helping individuals express where they are now and where they might like to be in the future. The images offer a 'safe' way into sensitive discussions. The small form factor of the cards allows each individual to work with their own pack, allowing for individual approaches, and lots of time for personal reflection, even when working in small groups.

To add EXPRESSPACK to your resource library:

