

Process Skills in Chairwork: Summary Table

Process skill	Description	Example
Asides	Actions which indicate that the facilitator is temporarily moving out of a participatory role.	<i>"[Raises hand to mouth]. Why don't you try telling me-as-your-father that what I'm saying is unreasonable."</i>
Clarity	The voices of I-positions are kept clear and distinct throughout the dialogue.	<i>"In this chair, I'd like to speak only as your Anxious Self, OK?."</i>
Doubling	The facilitator temporarily speaks on behalf of the client's I-position.	<i>"May I speak on behalf of this part? [Facilitator stands beside client]. As your rational side, I'd like to say..."</i>
Embodiment	The client is invited to adopt salient characteristics of I-positions (e.g. their posture, expression, tone).	<i>"What facial expression might go with your compassionate side? Try doing that."</i>
Emotion focusing	The client is asked to attend to and express emotions arising during the dialogue.	<i>"How do you feel when your mother [gestures to the empty chair] responds to you like that?"</i>
Expressing needs	Encouraging I-positions to state their unmet needs and wants from other I-positions.	<i>"Rather than constantly berating you, what do you need from this critical part of your self?"</i>
Facilitator intervention	The facilitator intervenes during dialogues in constructive ways.	<i>"Can I respond to your inner critic? [Client nods; facilitator addresses empty chair]. Critic, just back off!"</i>

Feeding lines	Offering the client statements to repeat in order to expand or amplify what I-positions have conveyed.	<i>"If it fits with your experience, try saying the following..."</i>
Guiding attention	The facilitator ensures the client's attention remains focused on the dialogical encounter throughout.	<i>"Rather than saying that to me, trying saying it to your boss [gestures to the empty chair]..."</i>
Imagery	The client explores visual characteristics of personified I-positions as a prelude to dialogue.	<i>"How do you picture the vulnerable side of your self? [Gestures to the empty chair]"</i>
Movement and separation	When I-positions emerge, the client is prompted to locate these in new seats or switch chairs.	<i>"It sounds like the part which doesn't want to change jobs is speaking now. Change seats and be that side."</i>
Non-verbal communication	The client is encouraged to put words to I-positions which manifest in non-verbal communication.	<i>"I notice your foot tapping as you speak. What is your foot saying?"</i>
Presencing	Statements which stress the reality of chairwork and the dialogical encounter.	<i>"Let's get to know your determined side a little better. Change seats and <u>be</u> that side of your self."</i>
Praise	The facilitator encourages the client, particularly in response to key or transformative statements.	<i>"Good... Well done... That's great."</i>
Repetition	Prompting the client to repeat key statements to help build conviction and/or amplify affect.	<i>"What you just said to your demanding side is important. Say it again."</i>
Role reversal	The client exchanges roles with the 'other' by moving into their chair and speaking from that perspective.	<i>"Change seats. [Client switches]. Now, respond to what you just said from your manager's perspective."</i>

Scene-setting	The facilitator elicits details about the scenes in which external dialogues have, or will, take place.	<i>“Let’s transport ourselves back to your manager’s office. What’s around us? What time of day is it?”</i>
Self-doubling	The client is asked to stand behind their chair and speak with more candor.	<i>“Would you stand behind your chair? From this place, tell your colleague what you <u>really</u> feel about them.”</i>
Specificity	I-positions are encouraged to be as specific as possible in their statements.	<i>“You sound frustrated, Inner Critic. Tell this individual what it is about them that annoys you.”</i>
Speech and tone	Selective adjustments to the client’s rate and tone of speech, e.g. prompts to repeat statements louder.	<i>“Say that again, but 20% louder this time.”</i>

Further Reading:

Pugh, M. (2019a). *Cognitive behavioural chairwork: Distinctive features*. Oxon, UK: Routledge.

Pugh, M. & Broome, N. (2020). Dialogical coaching: An experiential approach to personal and professional development. *Consulting Psychology Journal*, xx, xx-xx.

Citation:

Pugh, M. & Bell, T. (2020). Process skills in chairwork: Facilitation guidance. Retrieved from www.chairwork.co.uk.

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visit www.chairwork.co.uk