

BETWEEN MEETINGS · OPTIONAL

*Notice one moment when you speak up or stay quiet.
Reflection is enough; you don't need to look for a
confrontation.*

NOTES

OUR AGREEMENTS

Speak from your own experience. Use “I” and leave other people’s names out.

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Keep participation voluntary. Pass, write instead, turn off your camera, or step away.

Listen before responding. Ask before giving advice.

Make room and respect boundaries. Brief turns. No ridicule, threats, or blame.

IF SOMETHING COMES UP

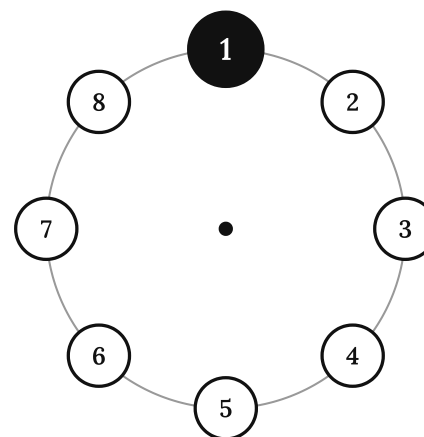
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NEXT WEEK

Week 2 · Listening without fixing

MAN PRACTICE

EIGHT-WEEK PILOT



WEEK 1 OF 8

Speaking up among friends

Finding words for the moment a friend crosses a line.

Weekly men’s gathering
90 minutes on Zoom

Cameras optional.
You can always pass.

Speaking up among friends

Most of us have watched a friend push past someone’s no, or laughed along at a joke we didn’t like. Afterward we often know what we wish we had said. In the moment, the words don’t come, or the cost of saying them feels too high.

This week we look at what makes speaking up hard: the fear of embarrassing a friend, damaging the friendship, or standing out. Then we practice short, ordinary sentences you could actually say.

OPENING SCENARIO

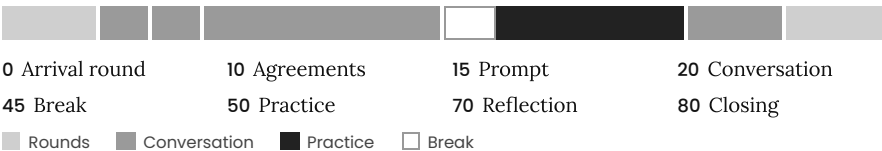
At a party, a man keeps pursuing someone who has said they are not interested. His friend notices. The friend worries that speaking up will embarrass him or damage their friendship. What could help that friend act?

QUESTIONS WE’LL EXPLORE

- What makes speaking up difficult for you?
- Can you describe a small moment when you spoke up, or wished you had?
- What would you want a friend to say if your own behavior was crossing someone’s boundary?

We start with a minute of quiet to think or write. A personal example is welcome; a hypothetical one is fine.

THE 90 MINUTES



One useful sentence

Find one brief sentence you could use when a friend is crossing a boundary, then make it more natural.

HOW IT WORKS

- 1 Pair up.** Choose a partner, or stay in the main room with the host. Pick the party scenario or the lighter one: a friend makes a demeaning joke and expects you to laugh.
- 2 Say it.** Person A offers one sentence. Person B listens and asks, “What could make that easier to say?” Then switch.
- 3 Try again.** Say your sentence again, shorter or more like how you really talk.
- 4 Notice.** Back together: what did you notice about your hesitation, tone, or word choice?

WORDS TO TRY

- “They’ve said no. Let’s leave them alone.”
- “I’m not comfortable with that joke.”
- “Come talk with me for a minute.”
- “I need someone to help me interrupt this.”

YOUR CHOICES Speak, observe, write a sentence, or pass. Either person may stop at any time. There are no winners.

KEEP IN MIND

Nobody plays an aggressive character, acts intoxicated, or portrays a victim. These are practice sentences, not instructions to confront someone in danger. In real situations, consider safety. A quiet interruption, or asking someone else to help, can work well.

BETWEEN MEETINGS · OPTIONAL

Ask someone once, “Would you like listening or ideas?”

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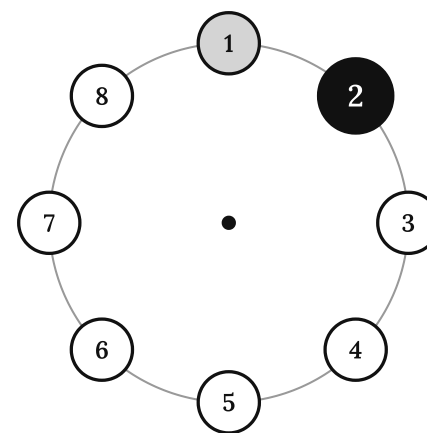
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NEXT WEEK

Week 3 · Consent and ordinary boundaries

MAN PRACTICE

EIGHT-WEEK PILOT



WEEK 2 OF 8

Listening without fixing

Staying with someone’s problem without taking it over.

Weekly men’s gathering
90 minutes on Zoom

Cameras optional.
You can always pass.

Listening without fixing

When someone we care about is struggling, many of us jump straight to solutions. It can feel like help. Often it tells the other person we'd like the problem, and the discomfort, to go away.

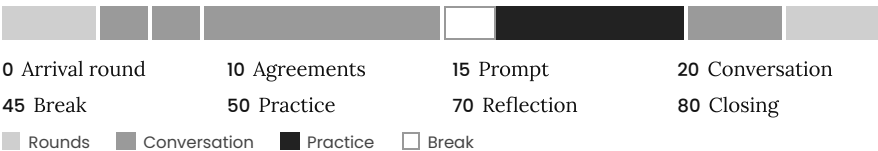
This week we practice plain attention: hearing what someone says, saying back what we heard, and asking before we offer ideas. We also look at what happens inside us when we can't fix someone else's difficulty.

QUESTIONS WE'LL EXPLORE

- *When has someone listened in a way that helped you?*
- *What happens in you when you cannot fix another person's difficulty?*

We start with a minute of quiet to think or write. A personal example is welcome; a hypothetical one is fine.

THE 90 MINUTES



Two minutes of listening

Talk briefly about a minor everyday frustration while your partner listens and reflects back what they heard.

HOW IT WORKS

- 1 Speak.** Person A talks for two minutes about something small: a delayed train, a broken appliance, a long queue.
- 2 Reflect.** Person B says back what they heard in their own words, then asks whether anything was missed.
- 3 No advice.** Person B offers no advice unless Person A asks for it. Then switch roles.
- 4 Notice.** Back together: what was it like to be heard? What was it like not to fix?

WORDS TO TRY

- “What I’m hearing is...”
- “Did I get that right?”
- “Is there anything I missed?”
- “Would you like listening or ideas?”

YOUR CHOICES Speak, observe, write a sentence, or pass. Either person may stop at any time. There are no winners.

KEEP IN MIND

Keep the topic small. This is practice in attention, not a place to work through a serious problem.

If the listener's urge to help shows up, notice it. That urge is part of what we're here to study.

BETWEEN MEETINGS · OPTIONAL

Notice one no you give or receive, and how you respond.

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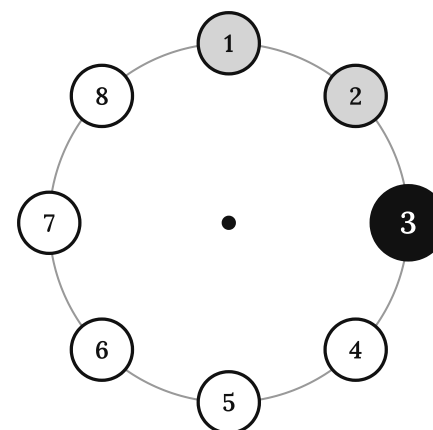
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NEXT WEEK

Week 4 · Anger and returning to connection

MAN PRACTICE

EIGHT-WEEK PILOT



WEEK 3 OF 8

Consent and ordinary boundaries

How we respond when someone tells us no.

Weekly men’s gathering
90 minutes on Zoom

Cameras optional.
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Consent and ordinary boundaries

Consent is usually discussed in its most serious forms. The habits behind it are built in ordinary moments: asking to borrow something, inviting someone out, wanting another minute of someone’s time. How we take a small no says a lot about how we take a large one.

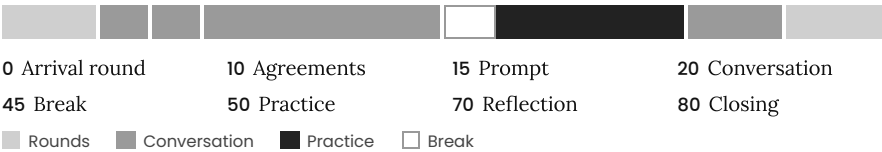
This week we notice our own responses to no. Do we persuade, sulk, punish, or let it go? We also look at the times we say yes because saying no feels too hard.

QUESTIONS WE’LL EXPLORE

- *How do you react when someone says no?*
- *When do you agree because saying no feels difficult?*

We start with a minute of quiet to think or write. A personal example is welcome; a hypothetical one is fine.

THE 90 MINUTES



Hearing no

Make a low-stakes request, hear a no, and respond without persuasion or punishment.

HOW IT WORKS

- 1 Ask.** Person A makes a small request, such as asking to borrow a book or a jacket.
- 2 Decline.** Person B says no. No reason is needed.
- 3 Respond.** Person A answers simply: “Thanks for telling me.” No pushing, bargaining, or cold shoulder.
- 4 Switch.** Swap roles, then notice together: which was harder, asking or declining?

WORDS TO TRY

- “ *Would you be up for that? It’s fine to say no.*”
- “ *Thanks for telling me.*”
- “ *No, but thanks for asking.*”
- “ *I’d rather not.*”

YOUR CHOICES Speak, observe, write a sentence, or pass. Either person may stop at any time. There are no winners.

KEEP IN MIND
We begin with everyday boundaries. Any explicit sexual discussion is optional and will be named in advance.
You never need to explain your own no, in practice or anywhere else.

BETWEEN MEETINGS · OPTIONAL

Try a pause in a low-stakes situation.

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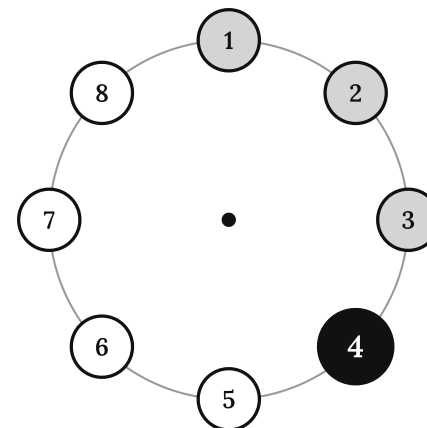
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NEXT WEEK

Week 5 · Friendship and asking for support

MAN PRACTICE

EIGHT-WEEK PILOT



WEEK 4 OF 8

Anger and returning to connection

Catching anger early and pausing without disappearing.

Weekly men’s gathering
90 minutes on Zoom

Cameras optional.
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Anger and returning to connection

Anger itself is not the problem. It often tells us something matters. The harm comes from what we do with it: raised voices, cutting words, slammed doors, or going silent for days.

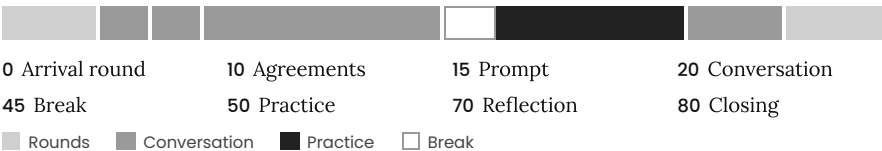
This week we look at the first physical signs that anger is rising, and practice a pause that protects the relationship. A good pause has a clear return time, so the other person isn't left wondering whether you're coming back.

QUESTIONS WE'LL EXPLORE

- What is your first sign that you are becoming angry?
- What helps you pause without disappearing from the relationship?

We start with a minute of quiet to think or write. A personal example is welcome; a hypothetical one is fine.

THE 90 MINUTES



A pause with a return time

Using a minor disagreement, ask for a pause and name when you'll come back.

HOW IT WORKS

- 1 Pick something small.** Agree on a minor disagreement, such as whose turn it is to cook or where to meet.
- 2 Ask for a pause.** Person A says a pause request with a realistic return time.
- 3 Respect availability.** Person B answers honestly with what works for them. Adjust the time together if needed.
- 4 Switch.** Swap roles, then share: what does your body do just before you get angry?

WORDS TO TRY

- “ I need twenty minutes. Can we come back at eight?”
- “ I’m getting heated. I want to keep talking after a break.”
- “ Eight doesn’t work for me. Can we do eight-thirty?”

YOUR CHOICES Speak, observe, write a sentence, or pass. Either person may stop at any time. There are no winners.

KEEP IN MIND

A pause is for low-stakes, everyday conflict. Threats or ongoing abuse need specialist help, not this exercise.

A pause means coming back. Leaving without a return time is a different thing.

BETWEEN MEETINGS · OPTIONAL

Make one optional request, or identify someone you might ask.

NOTES

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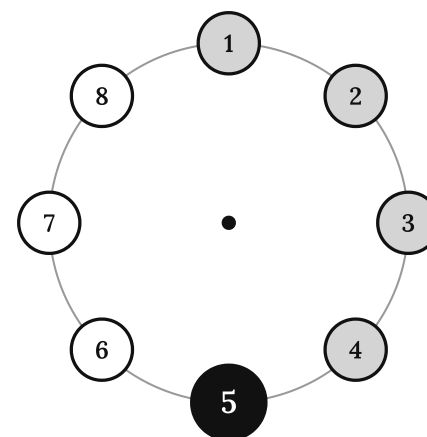
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NEXT WEEK

Week 6 · Shame and responsibility

MAN PRACTICE

EIGHT-WEEK PILOT



WEEK 5 OF 8

Friendship and asking for support

Making a request that leaves room to say no.

Weekly men’s gathering
90 minutes on Zoom

Cameras optional.
You can always pass.

Friendship and asking for support

Many men find it far easier to help a friend than to ask for help. We worry about being a burden, looking weak, or hearing no. So we wait, and the friendship carries less than it could.

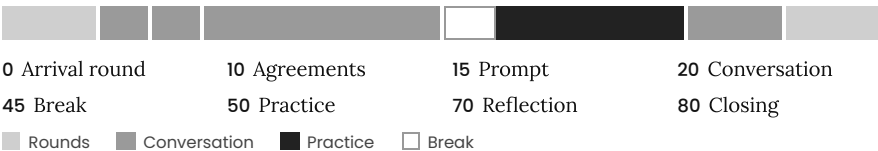
This week we practice asking for something manageable in a way that makes it easy to decline. A request with room for no is easier to make and easier to receive.

QUESTIONS WE’LL EXPLORE

- *What keeps you from reaching out to a friend?*
- *What kind of support is easier for you to give than receive?*

We start with a minute of quiet to think or write. A personal example is welcome; a hypothetical one is fine.

THE 90 MINUTES



A request with room to decline

Write a short request for support that includes a real way out, then say it aloud.

HOW IT WORKS

- 1 Write it.** Compose one brief request for something manageable: ten minutes, a walk, a call.
- 2 Add room.** Include a line that makes declining easy and genuine.
- 3 Say it.** Say it to your partner. Your partner may answer yes or no.
- 4 Switch.** Swap roles, then notice: how did it feel to ask, and to be asked?

WORDS TO TRY

“Do you have ten minutes to listen this week? It’s okay if you don’t.”
“Would you be up for a walk on Saturday? No pressure either way.”
“Not this week, but I’m glad you asked.”

YOUR CHOICES Speak, observe, write a sentence, or pass. Either person may stop at any time. There are no winners.

KEEP IN MIND
The point is the asking, not the answer. A no to your request is not a no to you.
Choose something small enough that hearing no would be all right.

BETWEEN MEETINGS · OPTIONAL

Notice a defensive response, and write a more accountable one.

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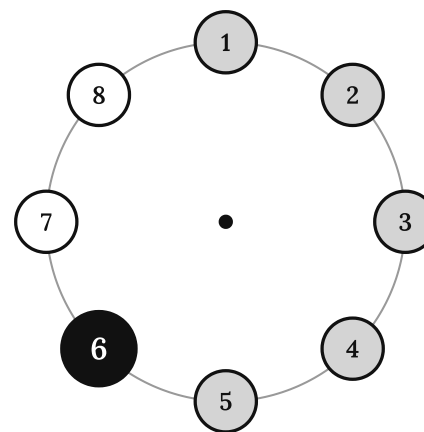
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NEXT WEEK

Week 7 · Repair that respects the other person

MAN PRACTICE

EIGHT-WEEK PILOT



WEEK 6 OF 8

Shame and responsibility

Owning a mistake without turning it into a verdict on yourself.

Weekly men’s gathering
90 minutes on Zoom

Cameras optional.
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Shame and responsibility

When we realize we’ve done something wrong, two unhelpful reactions are common. One is defense: explaining, minimizing, blaming. The other is collapse: deciding we are simply bad. Both keep the focus on us instead of on what happened.

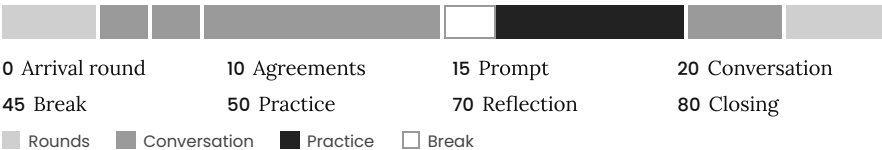
This week we practice a third way: saying plainly what we did, acknowledging its effect, and naming what we’ll change, without needing someone to reassure us right away.

QUESTIONS WE’LL EXPLORE

- *What do you do when you realize you were wrong?*
- *What helps you take responsibility without seeking immediate reassurance?*

We start with a minute of quiet to think or write. A personal example is welcome; a hypothetical one is fine.

THE 90 MINUTES



What happened, the effect, the change

Use a small mistake or an invented one and describe it in three plain parts.

HOW IT WORKS

- 1 Choose.** Pick a minor mistake, such as forgetting a call or snapping at someone, or invent one.
- 2 Say it.** Say what happened, the effect it had, and one change you’ll make.
- 3 Listen.** Your partner listens. They do not need to forgive or comfort you.
- 4 Switch.** Swap roles, then notice: where did you want to explain or apologize again?

WORDS TO TRY

- “ I did ____.”
- “ The effect was ____.”
- “ Next time I’ll ____.”

YOUR CHOICES Speak, observe, write a sentence, or pass. Either person may stop at any time. There are no winners.

KEEP IN MIND
Keep it small. No disclosure of serious harm is required, or appropriate, here.
Responsibility is about the act and its effect. It is not a judgment of your whole self.

BETWEEN MEETINGS · OPTIONAL

Consider a repair privately. Do not contact anyone who has asked for distance.

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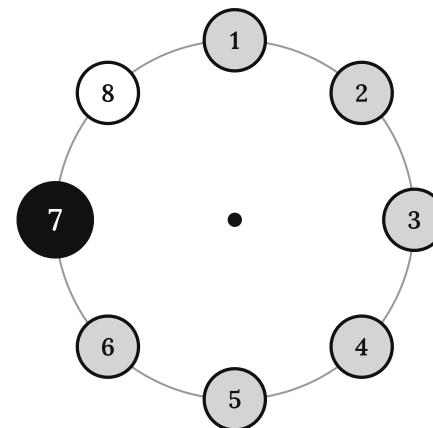
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NEXT WEEK

Week 8 · Keeping the practice alive

MAN PRACTICE

EIGHT-WEEK PILOT



WEEK 7 OF 8

Repair that respects the other person

Apologizing without demanding forgiveness or contact.

Weekly men’s gathering
90 minutes on Zoom

Cameras optional.
You can always pass.

Repair that respects the other person

A useful apology names what we did and its impact, without excuses, and comes with a real change. It does not ask the other person to make us feel better, and it does not depend on being accepted.

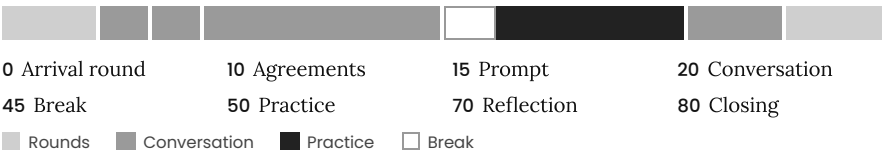
Sometimes the most respectful repair is to accept that the other person doesn't want to talk. This week we practice both: making a clear apology, and hearing "I'm not ready" without pressure.

QUESTIONS WE'LL EXPLORE

- ☐ What makes an apology useful to you?
- ☐ How can you accept that another person may not want contact?

We start with a minute of quiet to think or write. A personal example is welcome; a hypothetical one is fine.

THE 90 MINUTES



An apology without excuses

Draft an apology for an invented minor incident, then practice hearing that the other person isn't ready.

HOW IT WORKS

- 1 Draft.** Using an invented minor incident, write an apology that names the behavior and its impact.
- 2 Add a change.** Include one concrete thing you will do differently. Leave out excuses.
- 3 Hear not yet.** Read it to your partner, who answers, "I'm not ready to talk." Respond without pressure.
- 4 Switch.** Swap roles, then share what made the apology land, or not.

WORDS TO TRY

"I did ____, and it affected you by ____."

"I'm going to ____ from now on."

"I understand. I won't push."

YOUR CHOICES Speak, observe, write a sentence, or pass. Either person may stop at any time. There are no winners.

KEEP IN MIND

Use an invented incident for the practice, not a real situation from your life.

Do not contact someone who has asked for distance. Respecting that is part of the repair.

BETWEEN MEETINGS · OPTIONAL

Continue the behavior you chose. There is no reporting obligation.

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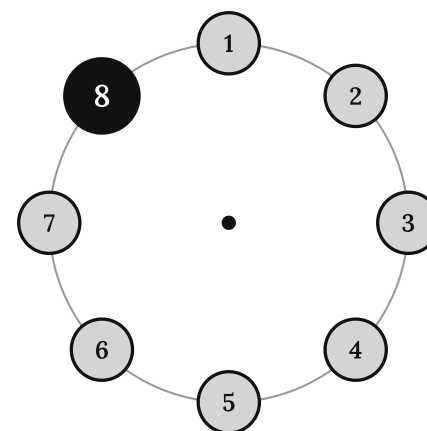
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THANK YOU

for taking part in the pilot

MAN PRACTICE

EIGHT-WEEK PILOT



WEEK 8 OF 8

Keeping the practice alive

Choosing what to carry forward, together.

Weekly men’s gathering
90 minutes on Zoom

Cameras optional.
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Keeping the practice alive

Over seven weeks we’ve practiced speaking up, listening, hearing no, pausing, asking, owning mistakes, and repair. This last meeting looks back at what has changed outside the room, however small.

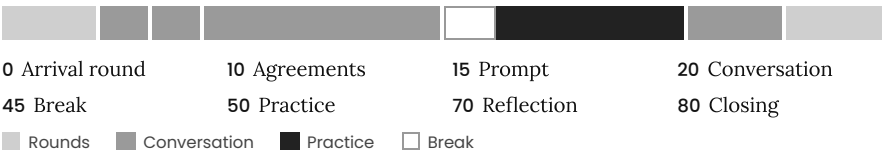
We also decide together whether and how to continue. Your honest feedback shapes the next series, including what to change, what helped, and what felt pressured.

QUESTIONS WE’LL EXPLORE

- *What changed in something you did outside the gathering?*
- *What would make the next series more useful or accessible?*

We start with a minute of quiet to think or write. A personal example is welcome; a hypothetical one is fine.

THE 90 MINUTES



One practice to keep

Choose one behavior to continue, and if you like, one person who could support you.

HOW IT WORKS

- 1 Choose.** Pick one practice from the series that you want to keep doing.
- 2 Name support.** Optionally, think of one person you could ask for support with it.
- 3 Share.** Say your choice aloud, or write it down. Passing is welcome.
- 4 Give feedback.** Tell the hosts what helped, what felt pressured, and what to change.

WORDS TO TRY

- “ *The practice I’m keeping is...* ”
- “ *Someone I might ask for support is...* ”
- “ *Next time, I’d like the group to...* ”

YOUR CHOICES Speak, observe, write a sentence, or pass. Either person may stop at any time. There are no winners.

KEEP IN MIND
Continuing is optional for the group and for you.
There is no obligation to report back on your chosen practice.