

Reflecting Processes and Reflecting Processes in Japan

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Today's Topic

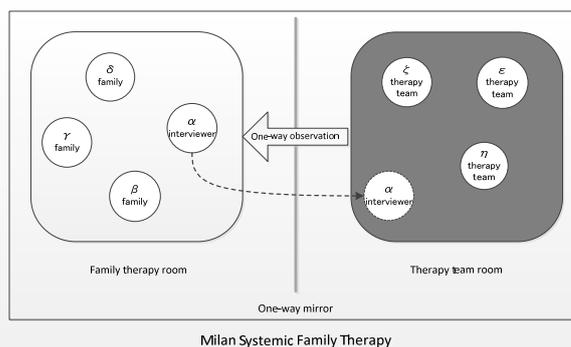
- What is Reflecting?
- A Japanese Perspective on Reflecting
- Practices of Reflecting in Japan



Tom's idea of the Reflecting Team revised the game totally and is now leading to a new beachhead.

(L. Hoffman, 2007)

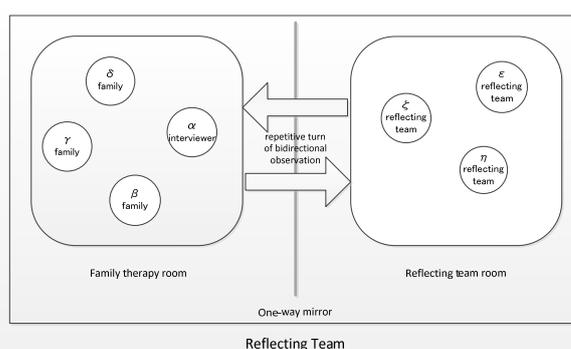
What has changed?



...we were supervising a young family interviewer who was repeatedly drawn into the pessimism of the family he was interviewing. The three of us who were observing from behind the screen called him out three times to suggest more optimistic questions to him, but each time the family pulled him back into their pessimism. We knew that there was a set of microphones and speakers in both rooms and asked if the family and interviewer would like to listen to the three of us talk. The lighting and the sound were switched, and the family and interviewer watched and listened to the team reflecting in a more positive fashion about the family.

(T. Andersden, 1987)

What has changed?



Three features

- **Openness**
 - Opening closed room of experts
- **Heterarchy**
 - Continuous change of position
- **Polyphony**
 - From either / or to both-and or neither-nor

From team to process

We prefer to minimise the use of the word **Reflecting Team**, because that setting represents only one of almost infinite ways of organising "reflecting positions", which means the shiftings between being engaged in talking about an issue and thinking about the talking about the issue.

(T. Andersden, 1989)

From team to process

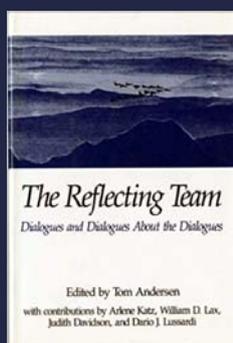
The **reflecting process** itself could be described as formalising the shifts that the various participants make between talking and listening. ... Having that understanding of the reflecting process one can easily find many ways to organise it - the use of the team and one way screen is only one of them.

(T. Andersden, 1992)

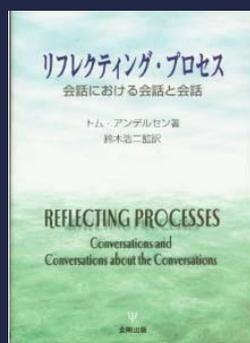
From team to process

Some small points about so-called reflecting talks! I would prefer the words **reflecting teams** be taken away. There are so many different **reflecting talks**.

(T. Andersden, 2012)



1991, Norton, New York

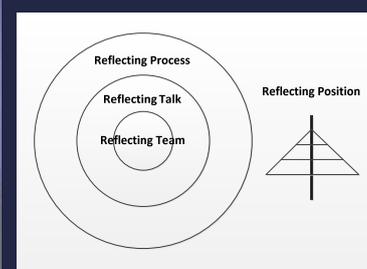


2001, Kongo, Tokyo

My assumption

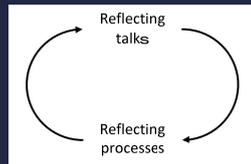


2016, Nakanishiya, Kyoto



My assumption

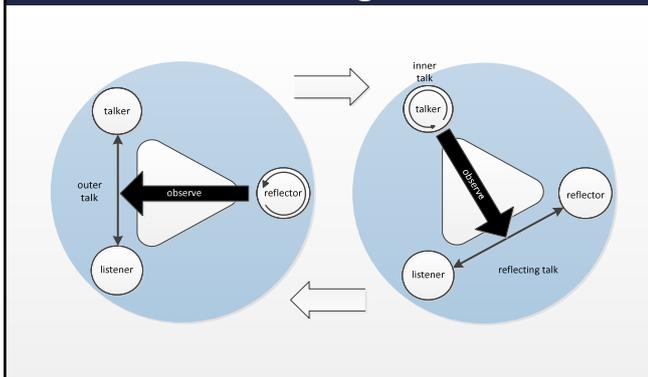
- **Reflecting talk**
 - Dialogic practices in co-existing place including various conversations such as 'Triologue' and 'Feedback meeting'
- **Reflecting process**
 - Continuous contextual change by / for realizing various conversations possible



Reflecting talk as 間 (ma)

- 間 (ma) is pause, space, relation
- Ensuring multiple levels of 'ma' in conversation
 - Bio
 - Psycho
 - Social

Minimum configuration of reflecting talk



We are to be aware of three kind of pauses:

- the one that comes after exhaling before the next inspiration starts ...,
 - the one that comes after the person has spoken and thinks to herself of what she just said, ...
 - the pause that comes when a reflecting talk occurs, when what was said becomes talked of once more and thereby thought of once more, maybe even in a new way.
- (T. Andersden, 2007)

Reflecting process as 場 (ba)

- 場 (ba) is field, context, occasion
- 'Ba' for not to trivialize reflecting talk as a superficial conversation technique
 - organizational change
 - participatory action research
 - social innovation

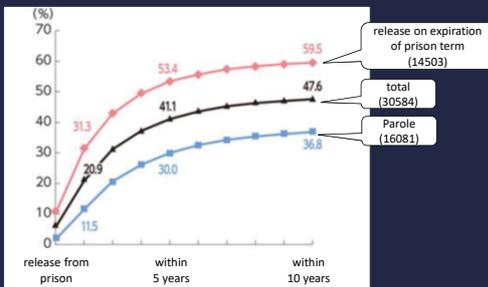
Reflecting as うつし (utushi)

- うつし (utushi) is
 - externalize (顕し)
 - project (映し)
 - shift (移し)
 - reproduce (写し)
- うつ (utu) is
 - whole (全)
 - empty (空)



Correctional context in Japan

• Reentry rate of released inmates 2006



Correctional context in Japan

• Silo effect

- Separation of criminal justice and other social systems
- Separation of correction (treatment in facilities) and rehabilitation (treatment in society)

Correctional context in Japan

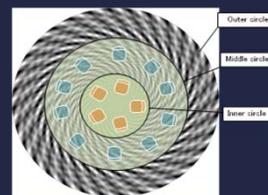
• Re-offending prevention promotion act (2016)

– Article 3(2)

With a view to ensuring that persons who have committed crimes will receive necessary guidance and support continuously not only while they are committed to correctional institutions but also after they re-integrate into society, initiatives for the prevention of re-offending, are to be implemented systematically through close mutual coordination among relevant administrative organs, while seeking seamless coordination with initiatives for the appropriate commitment and treatment in correctional institutions and initiatives for the smooth re-integration into society, including support for securing employment and residence.

Our practice in Japan

Reflecting talk with former inmates, families, prison officials, and government officials (Hiroshima, 2017)



Our practice in Japan

Our practice in Japan

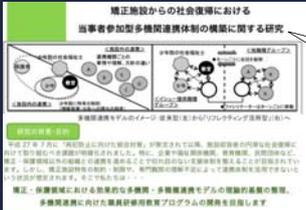


Lecture on reflecting as part of training for correctional personnel leaders (2018~)

Training institute for correctional personnel is an organization under the jurisdiction of the Ministry of Justice. The purpose is to allow correctional staff working in prisons, juvenile prisons, detention centers, juvenile training schools, juvenile discrimination centers, etc., throughout Japan to acquire the academic and skills necessary for their duties.

Our action research in Japan

Study on the construction of multi-institutional cooperation in recovery from correction facilities(2019~)



Collaboration with staffs of juvenile training schools

Tom continued, "I rather be seen as an "invisible" and "unheard" person. I am always looking for the larger context. I am interested in influencing people in a broader sense ... My work is political."

(H. Anderson, 2007)

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Tusen Takk !