

Overview:

This lesson plan will challenge participants to recognize different communication patterns involving pacing. They will also reflect on how differences in pacing are perceived and how they might interact with individuals who use different patterns from them. In this activity, participants will first learn three different ways that people pace their communication. Then, they will role play using these patterns and discuss how they managed these various roles.

Background and Information:

This activity was created by Donna M. Stringer and Patricia A. Cassidy and is available in their book, *52 Activities for Exploring Values Differences* (see citation below). For this lesson plan, it was adapted by Annette Benson, CILMAR (see directions on the following page).

Objectives:

As a result of this activity, participants will be able to:

1. "Identify three primary patterns of communication pacing."
2. "Identify how people using different pacing patterns might perceive one another."
3. Identify effective ways to manage pacing patterns" (Stringer & Cassidy, 2009, p. 111).

Time:

30 minutes

Group Size:

Small group

Materials:

Pacing PowerPoint (in [Downloads](#)), envelopes for each group, slips of paper with the three communication patterns on them.

If using the book: Pacing Narrative (Attachment on p. 113).

Intercultural Development Continuum Stages:

- Denial
- Polarization
- Minimization
- Acceptance

AAC&U Intercultural Knowledge and Competence Goals:

Verbal and Nonverbal Communication:

- To articulate a complex understanding of cultural differences in verbal and nonverbal communication (e.g., demonstrates understanding of the degree to which people use physical contact while communicating in different cultures or use direct/indirect and explicit/implicit meanings).
- To skillfully negotiate a shared understanding based on these differences.

Empathy

- To interpret intercultural experience from the perspectives of own and more than one worldview.
- To demonstrate ability to act in a supportive manner that recognizes the feelings of another cultural group.

Other Skills:

Friendship, Teamwork

Activity Instructions:

1. Use the Pacing PowerPoint in [Downloads](#) to facilitate this activity. For additional tips and guidance, you can also consult Kris Acheson-Clair's "[Introduction to Pacing](#)" video and a [video demonstration of the Pacing activity](#).
2. Use slides 2-7 to explain the concept of pacing and the three types of communication patterns: turn-taking, pausing, and overlapping.
3. Use slide 8 to discuss the stereotypes associated with the different patterns of communication and emphasize the importance of avoiding stereotypes.
4. Use slides 9-11 to get participants to reflect on their own communication pacing styles and how they view others with different styles.
5. Ensure that each table has an envelope with slips of paper with the different communication styles on them. Each individual should take one slip of paper from the envelope. Participants should NOT show their slips of paper to anyone else.
6. Slides 13-15 contain discussion questions for conversation. Participants should discuss these questions in their groups using the communication style indicated on their slip of paper.

Note: Facilitators can change these discussion questions to fit the context surrounding the activity.

7. Debrief using the questions on slide 16.

Related Tools:

Similar tools:

- [Direct-Indirect Communication](#)
- [My Emotional Hot Buttons](#)
- [Communication Pacing in "Among Us"](#)