



Clarify self-image of a gender team

- Target group(s):** Participants from gender training groups, social workers, educational teams
- Objective:** Exchange and reflection on own role and the self-image of men and women in team work
- Method:** Work in gender-homogeneous groups with subsequent exchange in gender-heterogeneous dialogue
- Task:** Discuss the following questions in gender-homogeneous groups: what self-image do I have as part of a gender team? How does that fit in with experiences of male working/male policy or female working/female policy?
- The male group will consider the questions using the formula "What I always wanted to ask women"; the female group using the formula "What I always wanted to ask men".
- Evaluation:** The questions compiled by the groups will be presented in a plenary session and a brief description given of the context in which they arose. The facilitators have the task of ensuring equal communication in this dialogue, of challenging and reflecting back the prejudices and images of the other gender that might be part of the questions.
- Example of a working group result:
- The only question, which the male group had for the female group was:*
- What images do you have regarding our motivation for participating in this training?
 - Equality as a political value
 - Matter of course in a political environment
 - Some men perceive themselves as victims of prevailing male images
 - Reflection of individual biography



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The questions from the female group were:

- What reasons do the men have for taking part in this training?
- What experiences do they have with their partners – what are their views on the training?
- How do you perceive the appreciation that you receive with your work?
 - Women perceive men as bold

Time: 90 -120 minutes

Materials: Flipchart paper and pens

Remark: The exchange in the gender-homogeneous groups must be facilitated where appropriate by the training team in order to give all participants an opportunity for personal reflection. Participants from Poland and the Czech Republic, for example, have not had any learning experiences with working in exclusively male groups.