IP BEST PRACTICES

The Experience Circle

A best practice shared by Igor Byttebier.

Generated on 22 November 2026

The Experience Circle

Enables teams to move from resistance to genuine engagement by creating a psychologically safe space where different reactions to new ideas can be openly expressed.

Key steps

Present a new vision or idea and invite participants to physically position themselves in the room, choosing one of six natural reactions: 'Bullshit' (total rejection), 'Not relevant for me' (neutral detachment), 'Preferably not' (avoidance), 'Oh nice' (positive, non-committal), 'I want to know more' (active curiosity), 'I integrate' (acceptance and application).

Invite participants to reflect on why they chose their position, making underlying thoughts and emotions visible without forcing agreement.

Create understanding and connection by listening across the spectrum, especially between opposing positions, turning silent resistance into a dialogue and enabling movement between positions.

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“Inspire to engage”