The purpose of this exercise is to explore how each case illustrates system transformation, with a particular focus on identifying and discussing system traps and leverage points.

**INSTRUCTIONS FOR FACILITATED SMALL GROUP WORK**

1. Your pre-assigned facilitator (Rosa, Alice, or Makere) will invite you to say your name and affiliation. The facilitator will also ask for
   * **a volunteer notetaker who will also report** **back to the full group;** and a
   * **a volunteer timekeeper** to keep track of time and periodically remind the group how much is left.
2. Your facilitator will have identified one or two questions from each of the two sets below, which are from the Wayfinder Resilience Guide <https://wayfinder.earth>. You will have **about** **25 minutes** for discussion to talk through these as a group. If you get through them, you can address other questions that you chose. Try to ensure everyone speaks at least once during the discussion.
3. In the last five minutes or so, **the volunteer notetaker-reporter** should begin to identify two highlights from the Traps discussion, and two highlight from the Leverage Points discussion, to share with the full group. Each notetaker-reporter will have **3 minutes** to present the full group.
4. We recognize that the reports will be short and only capture a fraction of the conversation. After group reports we will have about 15 minutes for discussion as a full group, during which time you can make additional comments or ask questions.
   * You can “Raise Your Hand” (if you click on the Reactions button) or use the Chat function (via the Chat button) to indicate that you have a comment or question, or you can write your comment/ question directly through the Chat function.

**Question Set #1: Identifying traps**

1. Are there any signs that your system, or parts of the system may be in a trap? Look for persistent problems, where previous interventions have been unable to change the dynamics.
2. Are you able to see and explain why the system remains stuck in this situation? Which are the main reinforcing feedbacks, and what are important cross-scale interactions to consider? How is the trap dependent on potential thresholds in the system?
3. What are the effects of the trap on different groups of people in the system?
4. What are the effects of the trap on the environment?
5. Do you have any immediate insights into how you might break the reinforcing feedbacks that are locking the system into this particular trap?

**Question Set #2: Identifying actions that target leverage points**

1. What explains kind of system dynamics explains the dilemmas that you try to address? Are there feedbacks that needs reinforcing, traps that need to be broken, or thresholds that the system must be prevented from crossing?
2. Which leverage points can you identify in relation to critical dynamics underpinning the dilemmas?
3. How do the system dynamics need to change around these leverage points?
4. What specific action(s), at what scales, would influence the leverage point(s) in a desirable way? (think about actions broadly, they could e.g. reflect changes in
   1. technology and management practices,
   2. formal institutions, such as laws or regulatory frameworks,
   3. economic incentives, such as subsidies or taxes,
   4. networks and connections, e.g. diffusion of new technology or information access, or
   5. awareness levels, education, behavior, values, and norms.
5. To what extent do the actions that you have identified target leverage points of different depth? (see also related activity sheet)
6. How would these actions enhance the capacity of the local environment to provide important ecosystem services?
7. How would they contribute to wellbeing? For whom and when?
8. How would the actions foster a sense of stewardship for the landscape?
9. How would the actions contribute to building a sense of reciprocity between people both locally but also from outside the system?
10. Why do you think these things will work? Is there evidence that you can point to, such as a report, a scientific study, or someone’s experience?
11. Is there a ‘belief’ that it will work? While there may be no direct evidence that you can identify, you might still believe the action will work because of e.g. your knowledge of the system. A belief that something will work is in reality an assumption or set of assumptions.
12. What are the critical assumptions sitting behind the belief that this precise action will work?
13. Is there a way of assessing as soon as possible if the action is working or not? What would be the earliest indicators showing whether or not the action does the job?