



## **SOCIOMETRIC MAP** (Paradigm-stretching methods)

A sociometric map can be used in facilitation in many ways, particularly to understand group dynamics, improve interaction and develop collaboration. In the context of health and care and the green transition, it can be used, for example, when a work team is reflecting on the topic.

### **What is required:**

- A clear question to which the participants answer (e.g. where did you leave from this morning?)
- A facilitator to guide the process and the discussion

**Level of difficulty:** 1-3 (depending on the working question and the size of the group)

**Time required:** 5-20 minutes, depending on the size of the group and the depth of the discussion

### **Materials:**

- Not compulsory, but if people do not move around but post-it notes (for example) are used, post-it notes and pens are needed

**Participants:** At least 3 people, but more effective in groups of 5-15 people

### **How to use:**

- Specify the question
  - For example, where did you leave from this morning or who do you ask for advice at work
- Instruct participants to physically go to the right place in the room, e.g. according to a map, or to mark their choice, e.g. on a post-it note = A sociometric map is drawn
- Analyse and discuss the answers (the facilitator guides)
- Depending on the question, agree on next steps

### **When to use:**

- When getting to know a group – helps to understand the relationships within the group
- In developing group dynamics – improves cooperation and prevents cliques
- Conflict resolution – identifies isolation or tensions
- In change situations – helps to ensure that everyone is taken into account

### **Why to use:**

- Promotes discussion and participation
- Makes group dynamics visible (with an appropriate working question)
- Can reveal hidden problems (with an appropriate working question)



- To verbalise concepts, tensions or emotions
- Helps to plan for better collaboration (with an appropriate working question)

**How to document:**

- Photography – take a picture of a completed sociometric map
- Notes – write down your key observations

**The roots of the method can be found here:** The sociometric map is based on the theory of sociometry developed by psychiatrist and social psychologist Jacob L. Moreno, which underpins group dynamics and social relationships.