

EA Consulting & HATE-LESS Train the Trainer

Voices from the Margins.

Interview-based Storytelling

Energizer - From Silence to Listening

Arrival to our shared mission

Action: What small action can make someone feel heard?

Awareness - Small actions, shared impact

Question that closes

“What do you think you can do?”

- Doubts the action
- Makes the hummingbird seem small
- Closes possibility

Question that opens

“What can we do to help?”

- Recognizes the action
- Creates shared responsibility
- Opens the door

Why this matters for less-heard voices

When people are often spoken about rather than listened to, the quality of the question matters. A careful question can create choice, dignity, and space for a person to speak in their own words.

1 Listen first

Careful listening can help speakers feel more connected and comfortable.

2 Protect choice

Empathic, nonjudgmental listening can support autonomy and self-esteem in sensitive conversations.

3 Ask with care

Participatory interviews should begin with dignity, consent, and the speaker's right to choose what they share.



One thoughtful question can inspire someone to share their story.

Noticing the power of questions

Invitation: What makes a question feel like an invitation to share a story rather than a demand?

Opening the door - Starting with a question

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| 1 | Arrive – Pause, breathe, and enter the moment. | Ordinary World |
| 2 | Imagine – A young person or less-heard voice preparing to share a story. | First Call |
| 3 | Notice – What would help them feel safe, respected, and free to speak in their own way? | Awareness |
| 4 | Empathize – What question or gesture might help someone feel safe in that situation? | Empathy |
| 5 | Remember – Like the hummingbird, one small act of care can matter. | Hummingbird Moment |
| 6 | Offer – Let one thoughtful question form: an invitation, not a demand. | Choice |
| 7 | Carry Forward – Keep that question with you; we will bring it into the shared space. | Shared Journey |

Threshold: Rewards & Resources

Every voice matters.**Every good interview begins with care.**

A thoughtful question can help someone feel heard, respected, and invited to share.

*“To **hear** is to let the sound wander all the way through the labyrinth of your ear; to **listen** is to travel the other way to meet it.”*

— Rebecca Solnit