

## 2016 Kellerman Lecture New Zealand

### THE ANSWER IS A LEMON

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This is an audience participation lecture designed to demonstrate a way of learning and imparting knowledge.

#### Purpose

Provide grounded discussion based on personal experience as the protégé of a mentor.

#### Process

Introduce concept of “Layers of Learning”  
Conduct “Directed Listening” interviews.  
Demonstrate and copy “Kai Zen” in sign.

#### Payoff

Strengthen perception of the value of mentors.  
Share deep-level meaning.  
Encourage respect for others’ views.  
Build listening skills.

#### Requirements

Directed Listening interview, i.e. for the interview, feedback and group summary.  
People will be working in triads, i.e. three lots of 10 minutes, at least 40 minutes total – but watch time.  
Briefing and debriefing are **essential**.

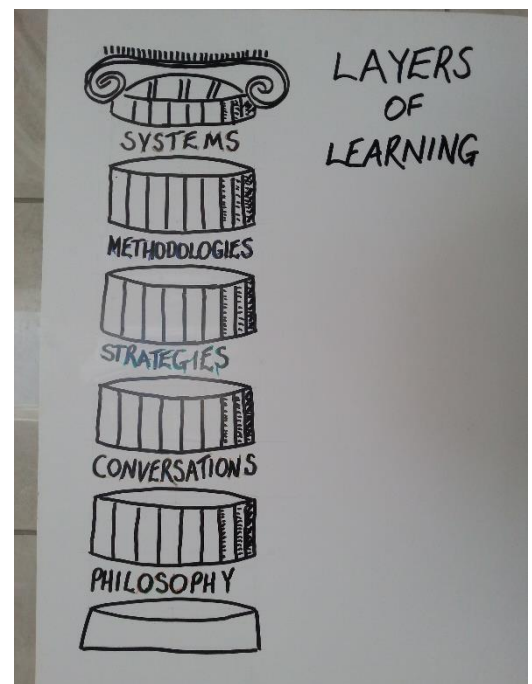
#### Layers of Learning

Describe the cumulative process of learning culture, relate to the Education Pillar beginning with philosophy – personal and Masonic.

Ask “what is your philosophy?”  
Ask “What is your Lodge’s philosophy?”  
Ask “If your lodge had a theme song, what would it be?”

Link to the next level, Conversations.

Set up “Directed Listening” activity under the heading “The answer is a lemon”



*Setting up – The Answer is a Lemon – Directed Listening Interviews*

Divide participants into sets of three people (Allocate each person the name of a fruit (in turn; a lemon, a strawberry, and a nectarine)). Explain that the initial letter of their fruit relates to their roles in this exercise thus:

**Lemon = L = “Listening person”**  
**Strawberry = S = “Sharing person”**  
**Nectarine = N = “Narrator”**

Explain that the main point of the exercise – the answer is a lemon – is to have the “lemon” in the sub-group focus on the information to be conveyed by the “strawberry” – the sharing person. Give an example of desirability of suppressing the ego - e.g. avoid falling into the trap of saying “what you said about you reminds me of me” and filling the silence by injecting your opinion on the topic. Silences can be uncomfortable for some people and good listening requires skill and patience.

Explain that the “nectarine” should be a silent observer during the interview and that they will be asked to narrate to the large group at the conclusion. They will be asked in particular to comment on the listening skill and ability of the “lemon”.

Allow time for discussion, provides help when asked.

Tell them you are going to rotate the roles, so each person will have a turn at being a **Lemon, a Strawberry, and a Nectarine**.

Brief the **Lemons**. Explain the importance of their using their listening skills. Tell them that the interview will run for two minutes (you will need to keep the time). During the course of the interview, they are to focus on the interviewee (the **Strawberry**) and ask open questions (Kipling’s “Six Honest Serving Men” are useful – display flipchart “**What, Why, When, How, Where and Who**”). Ask them to avoid injecting their own opinion – they will have an opportunity to speak later – for now, the aim is to concentrate on asking the sharing person (The Strawberry) to talk about what they remember of the person they remember most clearly for help and advice, example and precept at a critical stage of their personal development. Brief the narrators (**nectarines**). They are to remain silent throughout the interview and listen to what happens. If they speak at all it is only to help the “**lemon**” get back on track.

Clarify any questions members may have. Keep the burden of clarity on yourself – ask “Have I made myself clear?” rather than “Do you understand?” **This is of key importance to the success of the exercise.**

When all have been briefed, ask them to begin. Keep track of the time and call attention to its expiry (be creative).

Debrief the **Narrators/nectarines**. Ask each of them to describe how the interview went. Reinforce the role of **Listening person/Lemon** by highlighting the demonstration of listening skills. Use a relay and return questions to engage others in the room during the debriefing, but make sure each **narrator** has a turn at reporting to the assembled group. **Watch time here.**

#### *Further processing*

Set up the next round of interviews. The composition of the triads is already determined, so people will be able to remain seated where they are. Explain that they are now to change roles. **Strawberries** become **nectarines**, the **nectarines** become **lemons**, and the **lemons** become

**strawberries.** Brief each group about their roles again. Clarify any misunderstanding and begin the next round. Allocate two minutes.

Repeat the debriefing as before. Discussion may become wide-ranging, but make sure you ask each observer to comment on what happened in their triad interview.

[**Optional extra.** If time permits read an excerpt from the first book of Marcus Aurelius's "Meditations". By now people will have grasped what it means to be a mentor and this reading carries a lot of weight by demonstrating the significance of the value of mentors in every age]. Repeat the procedure for the final time, each participant moving to the next role. In this way, at the conclusion of the exercise "every Brother will have had his due".

### **Introduce the concept of Kai Zen.**

Demonstrate how to communicate Kai Zen in sign language. Ask everyone to copy you. Tell them that it can be likened to our "daily advancement" – tiny nuances that add up to continual improvement. Complement them for what they are already doing and convey the thought that we want "just enough to do what we are already doing a little bit better."

### **Strategies**

Outline strategies to ensure that the listening culture will be reinforced. In the lodge, what do we want to more of? What do we want to do less of? What do we want to get rid of? What do we want to add to the mix?

### **Methodologies**

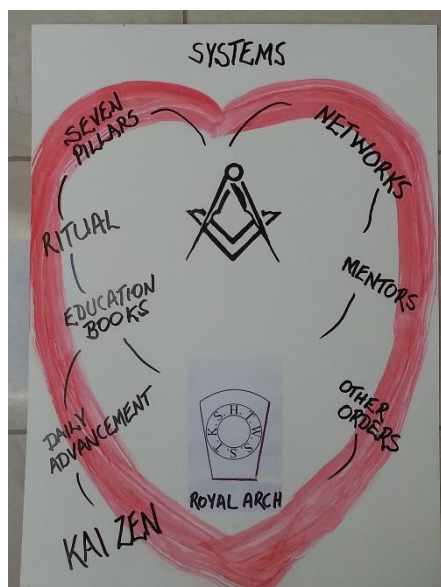
Explain methodology as a system of evaluation. Is what we are doing to most effective means of getting our message across?

Are we able to "walk the talk?"

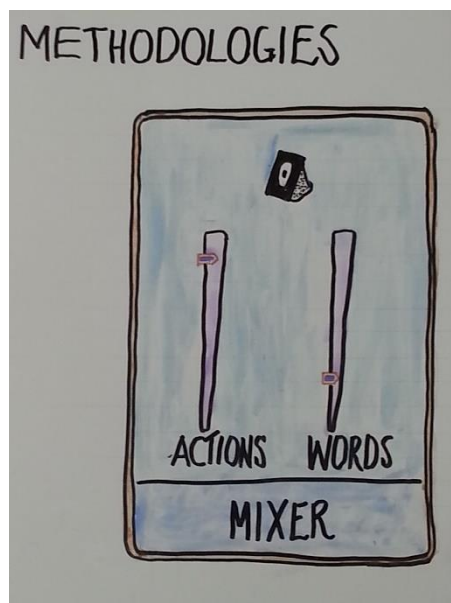
(The graphic highlights to old adage, that action speak louder than words.)

### **Systems**

The top layer in the learning process relates to the systems that sustain what we learn. In Freemasonry, we are enjoined to make a daily advancement in Masonic Knowledge. We provide the answer "in my heart" to the first test question.



The moral lessons conveyed in our ritual, the whole system of Freemasonry, underscores the essence of "heart level" understanding and a positive way of living.



**END SESSION**

Summarise and conclude. Thank the Brethren for participating. Congratulate them for what they have learned. You could refer to the expected outcomes under “Payoff” above. Thank the W.M. for the courtesy extended.