FACILITATOR GUIDE

# SOLIDARITY LOVE LANGUAGES

Activities, scripts and reflection prompts for exploring how we give and receive solidarity, using the twelve-card deck.

WHAT IS YOUR SOLIDARITY NEED, AND WHAT IS YOUR SOLIDARITY OFFERING?

## ABOUT THIS GUIDE

The Solidarity Love Languages cards are a tool for exploring how we give and receive solidarity. They are designed to help individuals and groups better understand what makes them feel supported, seen, cared for, and connected to others, particularly during challenging moments.

The cards are based on twelve archetypes of solidarity. Each represents a different way of expressing solidarity, as well as a different way of experiencing and receiving it.

This guide offers several ways to use the cards, depending on the size of the group, how well participants know one another, and how much time and openness the group is ready to offer.

The activities can be used for individual reflection, small-group conversations, or collective exploration at large gatherings. The goal is to help us become more intentional about how we show up for one another.

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# 01 BEFORE YOU BEGIN

## CHOOSING THE RIGHT APPROACH FOR YOUR GATHERING

Before selecting an activity, take a moment to consider the participants you are facilitating.

### HOW WELL DO PARTICIPANTS KNOW ONE ANOTHER?

- Are they a group of colleagues or collaborators who have worked together for a long time?
- Are they strangers to each other?
- Do they already have established relationships and a degree of trust?
- Are there existing tensions or power dynamics that might influence how comfortable people feel sharing?

### WHAT IS THE FUTURE TRAJECTORY OF A GROUP'S RELATIONSHIPS?

- Will participants continue working together over an extended period?
- Is there a shared commitment to building and sustaining relationships?
- Is this a one-time gathering, or part of a longer-term process?

### HOW MUCH VULNERABILITY IS APPROPRIATE?

Not every gathering will be appropriate for an open or deeply personal conversation. Participants who are new to one another may benefit from a lighter, more exploratory activity that does not require people to share personal experiences.

For groups with established relationships and stronger foundations of trust, the facilitator can intuit whether they can invite deeper reflection about solidarity needs, expectations, and the ways participants show up for one another.

**A NOTE FOR FACILITATORS**

Meet your audience where they are in terms of their comfort among others. Participants should never feel pressured to disclose more than they are comfortable sharing. You can always begin with individual reflection and gradually invite more collective conversation.

To help you choose among the exercises, each activity is tagged by the kind of group it suits best: its size (individual, small, or large) and how well participants know each other (strangers, familiar, or close collaborators).




## 02 THE TWELVE SOLIDARITY ARCHETYPES

The cards are organized around twelve archetypes, each representing a distinct expression of solidarity. Take a moment to review them before facilitating. You can also review them with participants.

| | | |
|---|---|---|
| 01 | **THE BUILDERS** | Show solidarity through practical action, offering hands-on help and acts of service, resources, and shared effort to make things happen. |
| 02 | **THE BRIDGE** | Build connections across differences, bringing people together through collaboration, alignment, shared commitment and shared risk. |
| 03 | **THE DREAMER** | Offer imagination, generative creativity, and ideas for possibility, helping communities envision new futures and alternative ways forward. |

| | | |
|---|---|---|
| 04 | **THE LISTENER** | Show solidarity through attentive listening, creating space for people to feel heard and understood. |
| 05 | **THE RISK-TAKER** | Demonstrate solidarity through courage and willingness to take risks, stand alongside others in challenging systems of power. |
| 06 | **THE SHELTER** | Offer protection, safety, and care, creating spaces where people can feel supported and held. |
| 07 | **THE TEACHER** | Share knowledge and skills, helping others build their understanding as well as their confidence and capacity. |
| 08 | **THE THREAD** | Sustain solidarity through everyday gestures, small acts of ritual connection, and consistent practices that cultivate belonging. |
| 09 | **THE THRESHOLD** | Help people navigate transitions, make space for new possibilities, and support one another through moments of change. |
| 10 | **THE TIDE** | Offer emotional presence and co-regulation, helping others find steadiness and connection especially during difficult moments. |
| 11 | **THE VOICE** | Express solidarity through affirmation and advocacy, and speaking up to amplify others and strengthen collective purpose. |
| 12 | **THE WITNESS** | Show solidarity by acknowledging and validating others' experiences, ensuring that people and their struggles are not invisible. |

Each archetype offers a different lens through which to understand how solidarity can be expressed and experienced.

Encourage participants to approach the archetypes with curiosity. People may identify with several cards, and their needs and offerings may change depending on their circumstances, relationships, the context and the particular challenges they face.

# 03 THREE WAYS TO USE THE CARDS

The cards can be used in different ways depending on the group size, context, and desired depth of conversation. There are many possibilities, and here we offer three.

## OPTION 1: INDIVIDUAL EXPLORATION

*Best for individual reflection, new groups, or larger gatherings.*

Individual | Large | Strangers

This approach invites participants to explore their own solidarity love languages without necessarily sharing their choices with the wider group.

### HOW IT WORKS

1. Lay all twelve cards out where participants can see them.
2. Invite each person to browse the cards and read the descriptions.
3. Ask participants to select one card that represents how they most like to receive solidarity, and one card that represents how they most naturally offer solidarity to others.
4. Invite participants to spend a few moments reflecting on their choices.
5. Participants can keep their cards, write down their reflections, or share with a partner or with the group if they wish.

### REFLECTION PROMPTS

- What drew you to your chosen cards?
- Did you find it easy or difficult to choose?
- Do the cards reflect how you see yourself?
- Is there a difference between how you like to receive solidarity and how you tend to offer it?

- Can you think of an example where you behaved as the archetypes of your cards?

This option is particularly useful when participants are unfamiliar with one another or when there is limited time for group discussion.

## OPTION 2: GIVING AND RECEIVING SOLIDARITY

*Best for small groups or groups with an established level of trust.*

Small | Familiar | Close collaborators

This activity invites participants to explore the relationship between what they need from others and what they naturally offer in return.

**A NOTE FOR FACILITATORS**

Using this for large gatherings? consider recording people's choices to look for patterns in what your population needs or can offer in the way of solidarity. These data can be used to inform the development of resources, workshops, or communications that speak to the strengths and opportunities for solidarity in your community.

### HOW IT WORKS

1. Lay all twelve cards out on a table.
2. Introduce the two questions:
   **Question 1: What do you most long for from your community?**
   Invite participants to choose one card that best represents how they want others to show up for them, particularly during difficult moments.
   **Question 2: When things are hard, what are you most likely to offer your community?**
   Invite participants to choose a second card that represents how they tend to express solidarity toward others.
3. Give participants time to reflect on both choices.
4. Invite them to share their cards and explain their selections in pairs or small groups.
5. Explore whether their giving and receiving preferences are similar or different.

**REFLECTION PROMPTS**

- What does this card represent for you?
- Why did you choose it?
- Does the way you offer solidarity differ from the way you like to receive it?
- Were you surprised by either choice?
- Is there something you wish others understood about how you experience solidarity?
- Have there been times when your expression of solidarity has been misunderstood? Or when you have misunderstood another's show of solidarity?

The facilitator can invite participants to share their choices with the wider group, depending on the level of trust and comfort.

## OPTION 3: COLLECTIVE GROUP EXPLORATION

*Best for larger groups, team-building sessions, or communities seeking a shared understanding of solidarity.*

Large Familiar

Rather than beginning with individual selections, this approach invites the group to explore the cards together and identify the forms of solidarity that resonate most collectively.

**HOW IT WORKS**

1. Display all twelve cards so everyone can see them.
2. Introduce the two questions:
   **What do we most need from one another to feel supported as a community?**
   **What do we most want to offer one another when things are difficult?**
3. Invite participants to review the cards and discuss what each archetype means in the context of their group.
4. As a group, identify the cards that resonate most strongly for giving and receiving solidarity.
5. Invite participants to explain why those particular forms of solidarity feel important.
6. Discuss how the group might put these forms of solidarity into practice.

For larger groups, participants can first discuss in smaller groups of 4–6 before bringing their reflections into a collective conversation.

**REFLECTION PROMPTS**

- Which forms of solidarity feel most important to our community right now?
- Are there forms of solidarity that we already practice well?
- Are there forms that we are missing?
- What might we need to do differently to ensure everyone feels supported?
- How can we make these forms of solidarity part of how we work together?

This approach can help a group develop a shared understanding of what solidarity looks like in practice.

## 04 THE SOLIDARITY READING

Individual | Small | Familiar | Close collaborators

The following is a more ritual-based approach that can be used as a standalone activity or incorporated into Option 2.

It works particularly well for small groups or facilitated individual readings. It requires two phases.

### PHASE 1: PREPARATION

Prepare responses for your group that you and your team decide can be grouped into characteristic responses for each archetype. First, decide which ones connect to which archetype and note it down. Cut them into strips of paper or write them onto cards and set them out on a table.

**RESPONSES FOR QUESTION 1**

**What do you most long for from your community?**

- A space where I can breathe easily and feel at ease
- Protection when things feel unsafe
- Practical help when I am overwhelmed, like meals, childcare or transport

**RESPONSES FOR QUESTION 2**

**What do you tend to offer to your community when things are difficult?**

- I create spaces where people feel protected
- I offer emotional reassurance
- I encourage people when they lose hope
- I offer clarity during uncertainty
- I create rituals of connection and care

- Help with planning and preparing what needs to be done
- Words that restore my courage
- Reminders that change is possible
- Consistent check-ins and care
- Shared rituals that create belonging
- Spaces for imagination and experimentation
- Art, music, or storytelling that gives me hope
- People willing to take risks together
- A sense that our futures are connected, even if we have differences
- Knowing others will stand beside me publicly
- Support after taking emotional or political risks
- Spaces where conflict can happen without collapse
- Patience, grounding, and care when things escalate

- I help people stay connected to one another
- I use art, humour, or storytelling to shift perspective
- I help others envision new futures
- I ask questions before making assumptions
- I listen deeply across difference
- I build alliances across difference
- I help connect struggles and communities
- I speak up when something feels wrong
- I protect others under pressure
- I help calm tense situations
- I help others regulate emotionally

## PHASE 2: THE READING SCRIPT

### OPENING

**SAY**

*Welcome. This is a brief solidarity reading. The Solidarity Love Languages project is based on the idea that we all have different ways of expressing solidarity to others, as well as different needs and expectations around how we receive solidarity. We are interested in exploring two things: what you most long for from your community, and what you most tend to offer when things are difficult. There are no right or wrong answers. Choose one response intuitively, and remember that your choices are an invitation to reflect rather than a fixed definition of who you are.*

### QUESTION 1: WHAT DO YOU MOST LONG FOR FROM YOUR COMMUNITY?

**SAY**

*Looking at the strips of paper on the table, choose ONE that best captures what you most long for from your community.*

Allow participants time to browse and make their selection. Once they have chosen, invite them to place the card in the designated space (e.g. a jar or a box) or keep it with them.

### QUESTION 2: WHEN THINGS ARE HARD, WHAT ARE YOU MOST LIKELY TO OFFER TO YOUR COMMUNITY?

**SAY**

*Again, look at the strips of paper and choose ONE that best represents what you naturally tend to offer others when things are difficult.*

Allow participants time to choose. Remind them that this card may be different from the one they selected in response to the first question.

### THE RITUAL

If using the jar format, invite participants to place their two selections inside. Shake the jar slowly. Pause.

**SAY**

*Every community is made up of needs and gifts. We each have different ways of showing up for one another, and different ways we hope others will show up for us. Let's see what yours are.*

Reveal the first card (Longing). Reveal the second card (Offering).

### THE READING

| CARD 1 | CARD 2 |
| --- | --- |
| YOUR SOLIDARITY NEED | YOUR SOLIDARITY GIFT |

Invite participants to look at the image and archetype name before turning the cards over to read their descriptions. Read Card 1, followed by Card 2. Then offer the following reflection:

**SAY**

*You often offer [SOLIDARITY GIFT] to others, while longing for [SOLIDARITY NEED] yourself.*

Remind participants that these are starting points for reflection, not labels or fixed identities.

### REFLECTION

Hand participants both cards and invite them to consider:

**REFLECTION PROMPTS**

- Does this resonate with you?
- Can you think of a moment in your life when you embodied either of these archetypes?
- Is there a difference between how you give and receive solidarity?

Allow time for individual reflection and, if appropriate, brief sharing.

## 05 DEBRIEF: FROM REFLECTION TO PRACTICE

The most important part of this exercise is what happens after participants have chosen their cards.

The purpose is not simply to identify our preferences. It is to help us understand how we can better show up for one another.

When we know how our colleagues and community members want to receive solidarity, we can be more intentional about offering the kinds of support that actually make them feel cared for.

And when we understand how others naturally offer solidarity, we can make more realistic and meaningful requests of them.

This helps us move beyond assumptions about what support should look like and toward relationships built on greater understanding, reciprocity, and care.

Depending on the group and the depth of the conversation, facilitators can use the following questions.

### UNDERSTANDING OURSELVES

- What did you learn about how you give and receive solidarity?
- Were you surprised by the cards you selected?
- Do your solidarity needs change depending on the situation?
- Is there a form of solidarity you would like to offer more often?

### UNDERSTANDING ONE ANOTHER

- What did you learn about how others in this group want to be supported?
- Were there any differences or similarities that surprised you?
- How might knowing these preferences change the way we interact?
- Are there ways we might unintentionally offer support that others don't necessarily need or recognize?

### STRENGTHENING OUR RELATIONSHIPS

- How can we use what we've learned to show up for one another more intentionally?
- What are some realistic ways we can respond to one another's solidarity needs?
- What can we ask of one another, knowing how each person naturally gives?
- Are there ways we could better communicate our needs and expectations?
- What would it look like for everyone in this group to feel cared for and supported?

### MOVING TOWARD COLLECTIVE ACTION

- What is one thing we could do differently as a community or team?
- What forms of solidarity should we be more intentional about practicing?
- What commitments, rituals, or habits could help us sustain these relationships?
- How will we know whether people are feeling more supported?

## 06 CLOSING: MAKING SOLIDARITY INTENTIONAL

### CLOSING ACTIVITY

Offer each person a sheet with these openings and invite them to complete the sentences. Share the sheets randomly and invite people to read out loud.

*"One way you can show solidarity with me is..."*

*"One way I can offer solidarity to this group is..."*

Close by reminding participants that solidarity is not one-size-fits-all.

We may have different ways of showing care, different expectations of our communities, and different capacities to offer support, and our own tendencies can change depending on the context. Understanding our own and communicating them well can help sustain stronger relationships with our groups.

The point is not to become everything to everyone. It is to develop a better understanding of one another so that we can make more intentional and realistic commitments, and consider what might be most appropriate in different contexts.

Knowing what someone needs helps us understand how to show up for them.

Knowing what someone naturally offers helps us understand what we can ask of them.

And knowing these things about one another creates the conditions for stronger, more caring, and more sustainable relationships.