

【Startline Co.,Ltd Today】

Startline,Co.Ltd. provides consulting and operates satellite offices and indoor farms for employment support for people with disabilities. Currently, 200 companies are using the our service, and about 1,300 people with disabilities are working there every day. Startline's CBS Human Support Research Institute has been conducting research on RFT and ACT a comprehensive approach to human behavior. As one such initiative, we are researching and preparing for the practical development of the PROSOCIAL approach.

Practical approach based on CBS (social and cultural issues)

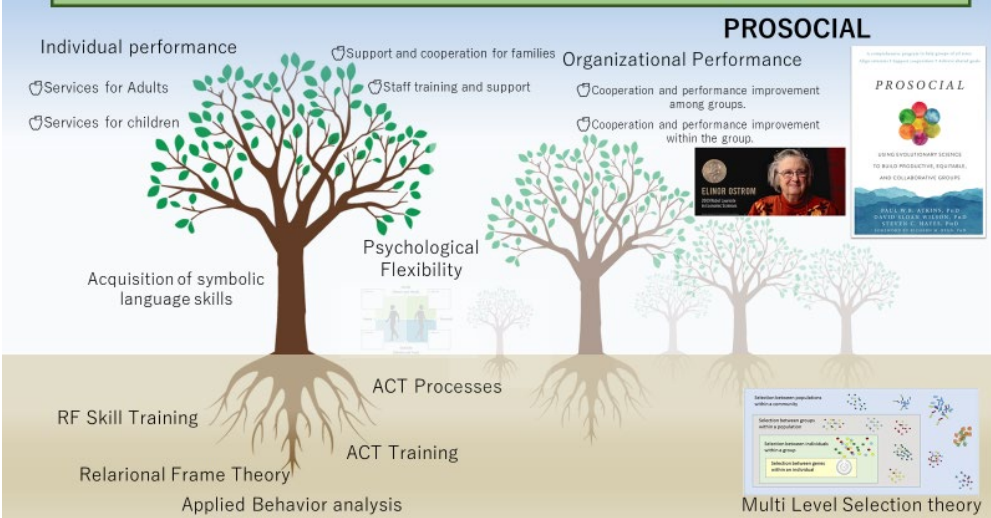


Fig.1 Practical approach based on CBS (social and cultural issues)

【Purpose】

For Japanese companies, employment of people with disabilities has two aspects: compliance with laws and regulations, and the realization of ideals such as the concept of diversity. In any case, companies need to accept and build a different way of thinking from the conventional way of corporate management, but many companies are struggling in the early stages of their efforts. Therefore, we are aiming to apply our services through PROSOCIAL, one of the practices of CBS. In this presentation, I will report on the status of some of the PROSOCIAL approaches that we are implementing.

【PROSOCIAL Initiatives at Startline】

- (1) Participated in the Workshop of the 17th ACBS World Conference
- (2) Translated the book "PROSOCIAL" into Japanese.
- (3) Working on publishing the Japanese version of the book "PROSOCIAL"
- (4) Conducting trials of the PROSOCIAL approach in Startline
- (5) Conducting training for PROSOCIAL facilitators organized by Dr. Atkins.

【Trial approach of PROSOCIAL】

Participants: 7 staffs of CBS Human Support Research Institute. all participants had read the Japanese version of "PROSOCIAL".
Method: Group sessions with the author as facilitator,3 sessions on a monthly basis.
Step1: Draw a Personal Matrix : Learn the outline of PROSOCIAL. Draw personal matrix and share the results.
Step2: Draw a Collective Matrix : All participants put together a group matrix based on the personal matrix (Fig.3).
Step3: Discuss and summarize CDP1-5 : Show the CDP comment box on the matrix and Consider and summarize what to put in the boxes (Fig.4)

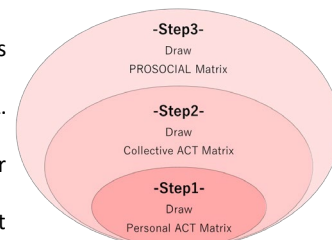


Fig.2 Steps of PROSOCIAL trial

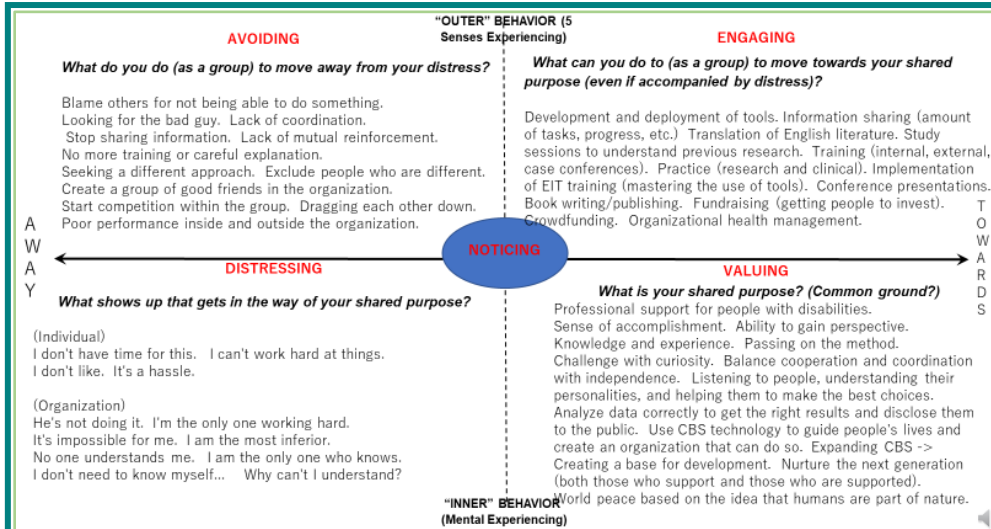


Fig.3 Collective Matrix of CBS Human Support Institute

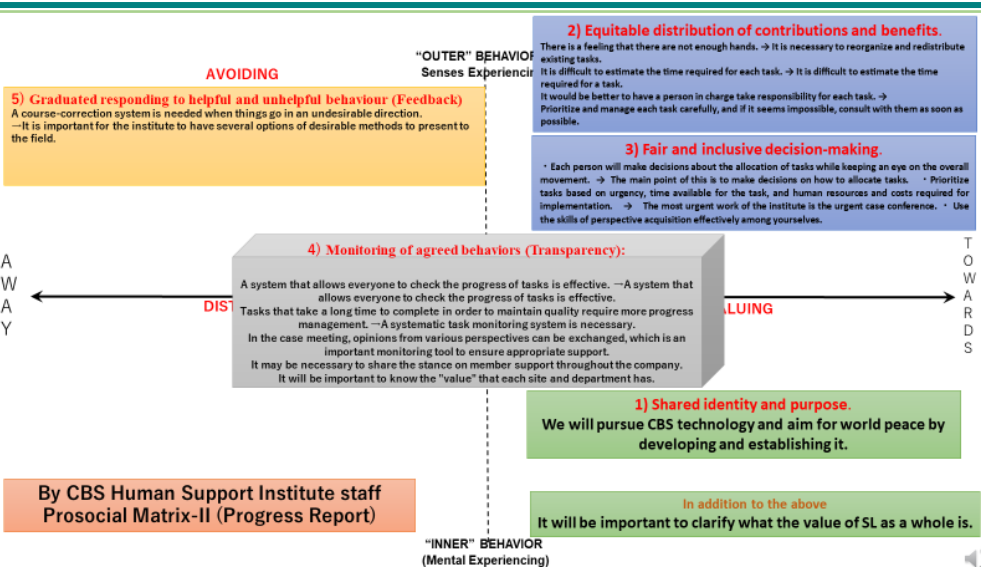


Fig.4 Results of the CDP discussion in CBS Human Support Research Institute

【The Effect of PROSOCIAL Approach】

- | | | |
|--|---|---|
| <p>Before the PROSOCIAL trial</p> <ul style="list-style-type: none"> • Top-down project • Top-down role instruction • Inadequate confirmation/ reporting and stagnation of work • Overwork and unbalanced workload • Position as a hierarchical relationship | ⇒ | <p>After the PROSOCIAL trial</p> <ul style="list-style-type: none"> • Open discussion about the project • Role assignment based on overall review • Periodic confirmation of progress and revision of plans • Early help and active cooperation and sharing • Position as a cooperative division of roles |
|--|---|---|

【Practical challenges of PROSOCIAL】

- ◎A deep understanding of PROSOCIAL is essential to play the role of facilitator.
- ◎It is necessary to create an environment in which all participants can actively and spontaneously participate.
- ◎Continued collection and sharing of practical examples is desirable in order to lead to a wide range of practices.

Prosocial Facilitator Training Japan
モジュール1: ようこそ-目的とつながりを築く

目次

- 1 今週の学習目標
- 2 問題点「リモートの意味について」
- 3 フォーメンの紹介(4分)
- 3 タイムに答える(4分)
- 3 オプションの準備
- 4 OPTIONAL「Prosocial」を支える進化論的な考え方の紹介(3分)を要します
- 4 オストロム家の素晴らしいドキュメンタリーを一緒に見たい
- 4 OPTIONAL「Prosocial」の追加の読み物
- 5 Hayes, S. C. et al. (in press). Prosocial: 進化論的アプローチを用いた小集団における協力の発展

バージョン2021年3月28日

【PROSOCIAL Facilitator Training Japan@Startline】

We are conducting a PROSOCIAL Facilitator Training (PFT) with Dr. Paul Atkins and Dr. Yukie Kurumiya of PROSOCIAL.world, with the aim of realizing the broad practice of the PROSOCIAL approach in Japan.

Facilitators: Dr. Paul Atkins and Dr. Yukie Kurumiya, Interpreter: Dr. Yuka Koremura
Participants: 21 Startline employees in a variety of positions, including a board member.
Period: 6 training sessions of 3.5 hours per session every 2 weeks from April to July, 2021
Method: Remote web-based training using Zoom environment (Australia x America x Japan)
(Various Japanese materials were prepared to ensure smooth implementation of the training)
+ Self-learning and practice using the contents provided by the facilitator
(To promote the implementation of self-study and exercises,
the progress of each participant was made transparent (Fig.5))

No.	Task ID	To Do	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	R	S
1	S0M0V1	Watch Video	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2	S0M0V2	Watch Video	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
3	S0M0V3	Watch Video	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
4	S0M0V4	Watch Video	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
5	S0M0Q	Quiz	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
6	S1M1V1	Watch Video	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
7	S1M1V2	Watch Video	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
8	S2M3A1	Read Material &	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
9	S1M1A1	Read Material	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
10	S1M1A2	Read Material	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
11	S1M1A3	Read Material	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
12	S1M1Q	Quiz	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
13	S1M2V1	Watch Video	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
14	S1M2V2	Watch Video	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
15	S1M2V3	Watch Video	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
16	S1M2V4	Watch Video	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
17	S1M2V5	Watch Video	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
18	S1M2V6	Watch Video	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
19	S1M2V7	Watch Video	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
20	S1M2V8	Watch Video	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
21	S1M2Acti	Activity & Submi	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
22	S1M2Q	Quiz	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

Fig.5 Progress transparency tool for PFT tasks.

【Expected effects of PFT】

- Further activation and facilitation of communication in Startline.
- Sharing of issues and problems, practical consideration of effective measures, and improvement of implementation capabilities
- Deeper understanding of and active participation in the CBS approach.
- To increase awareness and willingness to participate as a leader in the evolution and creation of organizational and social culture, and to promote action.

【Future Prospects】

- Introduce the know-how gained through PFT to Startline operations to improve work performance.
- To create a new organizational human support service using the PROSOCIAL approach.
- To provide and develop systematic human support services using the PROSOCIAL approach.
- To share information on the implementation and results of these approaches through ACBS and other means.