

<b>Title:</b>	<b>Ying Yang</b>
<b>Type :</b>	<b>Ice Breaker /Forum Exercise/Retreat Exercise/ Events</b>
<b>Date:</b>	<b>June 2011</b>
<b>Topic :</b>	<b>Icebreaker</b>
<b>Sub-Topic</b>	
<b>Audience:</b>	<b>Forums/Events/All</b>
<b>Categories</b>	<b>Personal Development/Retreats/ Events</b>
<b>Submitted By:</b>	
<b>Key Words (Tags):</b>	<b>Icebreaker, Getting Connected, Disclosure, Discovery, Integration</b>
<b>Materials Required:</b>	<b>List of Statements for Leader; Paper, Marker and Tape</b>

### Overview:

Icebreakers are a great way to begin a meeting or use to start a new session after an extended break. They help to relax participants, and that makes them more receptive to listening and contributing. An icebreaker can also serve to build a safe container and team atmosphere to generate enthusiasm. Icebreakers can be fun, amusing, humorous, thoughtful, surprising or just plain silly. The most popular are games that have participants reveal something personal about themselves, or which encourage participants to get to know each other personally. The idea is that more than just having fun, the icebreaker will truly help to create group cohesion based on trust and understanding.

One of the tricks of an icebreaker is timing. It should not be too long otherwise the serious work of the meeting will not be given enough time. It should not be so short that participants feel it was a perfunctory exercise.

Timing also depends on the size of the group, the overall length of the event, and the purpose of the event. An all-day retreat might warrant a half hour icebreaker, but a one-hour meeting may merit only a minute or two.

### Description:

This Ice Breaker gets participants moving around right away with an opportunity to ease in to the flow of the event. Participants start to observe differences and similarities among preferences within the group.

It is best for groups that are not familiar with each other and can be used for either a new Forum or Event.

Mark or label two opposite sides of the room, Alpha and Beta.

Invite the group to stand in a circle and you should take a position in the center of the circle.

Advise the group that there will be two options and ask them to move to the side of the room that best apply to them.

*(Start with lighthearted and fun choices)*

**Ying**

Early Riser  
Outgoing  
Red Wine  
Madonna  
Cinema  
Independent  
Country Music  
Birthdays  
Summer  
Travelling

**Yang**

Night Owl  
Shy  
White Wine  
Lady Gaga  
Theater  
Team player  
Classical Music  
Christmas  
Winter  
Stay at Home

*(Move into deeper questions)*

Lighthearted  
Enjoying Order  
Calming the Water  
Attention to Detail  
Self-Motivated  
Relying on my strengths  
Confronting Conflict  
Acting Spontaneously  
Flexible  
Boundaries as barriers

Serious  
Enjoying Chaos  
Stirring the Pot  
Looking at the big picture  
Motivated by others  
Facing my weaknesses  
Avoiding Conflict  
Carefully Planning  
Firm  
Boundaries as structure

<b>Title:</b>	<b>Two Truths and a Lie</b>
<b>Type :</b>	<b>Icebreaker /Forum Exercise/Retreat Exercise/ Events</b>
<b>Date:</b>	<b>June 2011</b>
<b>Topic :</b>	<b>Icebreaker</b>
<b>Sub-Topic</b>	
<b>Audience:</b>	<b>Forums/Events/All</b>
<b>Categories</b>	<b>Personal Development/Retreats/ Events</b>
<b>Submitted By:</b>	
<b>Key Words (Tags):</b>	<b>Icebreaker, Getting Connected, Disclosure, Discovery, Integration</b>
<b>Materials Required:</b>	<b>N/A</b>

**Overview:**

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Icebreakers can be fun, amusing, humorous, thoughtful, surprising or just plain silly. The most popular are games that have participants reveal something personal about themselves, or which encourage participants to get to know each other personally. The idea is that more than just having fun, the icebreaker will truly help to create group cohesion based on trust and understanding.

One of the tricks of an icebreaker is timing. It should not be too long otherwise the serious work of the meeting will not be given enough time. It should not be so short that participants feel it was a perfunctory exercise.

Timing also depends on the size of the group, the overall length of the event, and the purpose of the event. An all-day retreat might warrant a half hour icebreaker, but a one-hour meeting may merit only a minute or two.

**Description:**

This Icebreaker invites participants to share information while having fun ... it's like a game.

This exercise works well with groups that are new to one another. It is often surprising how relative strangers can instinctively pick up the nuances between truths and lies based on very little information. This also works well with groups that have been together awhile and think they know a lot about each other.

**Instructions:**

- Invite participants to gather in groups ranging from 3 to 8 (depending on how much time is allotted for this exercise).
- Invite participants to alternate making three statements about themselves: two of which are true and one that is a lie.
- After an individual makes her or his statement, the other participants in the group discuss among themselves, which of the three statements seem most plausible and which is most likely to be the lie.
- When the group has consensus, the person who made the statements shares which of the statements is the "lie" and provides more background about the "truths" as well as what made her or him think the others might have thought the "lie" was a "truth."
- Groups of three can easily do this in less than 10 minutes.

## Letting Go

*Submitted by Certified Forum Facilitator Brian Gast*

This exercise is a powerful way to surface the underlying causes of pain as well as help realign priorities that better help meet core human needs. This “letting go” process can spur bring awareness to the pain caused by attachments, be a call to action to make changes in how you spend your time, fill a forum’s presentation Parking Lot and create trust and safety among members. It involves looking at loss and attachment by looking at your mortality and death as a means of living more fully and more integrity with your values today.

**Materials Needed:** 16 3x5 cards per participant; 4 each of different colors (e.g., 4 red, 4 blue, 4 white, 4 green).

**Time:** Approximately 1 hour.

**Begin** with a centering exercise (a minute of silence, etc.) and/or a communication starter about letting go of a dream or experiencing loss. Such as “Describe an experience of letting go of a dream you had”. 7

Hand out the 16 cards each to the participants. The first step is to write one word on each of the 16 cards. Each word will reflect something that is important to you; something you would not want to lose. These “somethings” fall into the following categories:

**Names of People:** One person per card in one color group. These names reflect important relationships.

**Roles:** An example is “father” or “wife” or business leader – one per card.

**Possessions:** One per card, write four material things that if you lost them, you would be sad or angry.

**Activities:** Running, biking, praying are examples – write down four activities, one per card.

### Round One

The facilitator then asks everyone to close their eyes for a brief visualization. Note: This exercise is enhanced with some music – a classical piece such as the theme from movies like *The Mission* or *Platoon* – that elicits emotion. Invite everyone to relax, take a few breaths and picture them leaving the room and traveling to another place. They are driving to a doctor’s office to receive the results of a test that will confirm or disprove that you have a terminal illness. Picture who is with you and how you are feeling. Envision parking the car and walking into the doctor’s office. Envision waiting in the waiting room; what you and the doctor are wearing that day. Picture the look in the doctor’s eyes. Feel what you feel in your body as you hear the doctor tell you that the test results are positive. You will die within the next 6 months.

As a result of this news you realize you need to immediately reduce the span and scope of your life to address this change in your life. Have each participant select two cards from his/her 16 cards and get rid of them. These two items/relationships/activities/roles must be eliminated and let go of.

Discuss this process among the group – those who want to share what is going on for them can do so – keep discussion time to less than 10 minutes.

## Round Two

Have the participants close their eyes again. Have everyone envision and feel a drop in their energy resulting from the illness. Begin to realize the hours in the day that you have energy or are not sleeping are becoming limited. Notice that the choices you can make have become very limited. Open eyes and have each participant remove five more cards from their pile.

Have everyone close his or her eyes again. Picture your response to your situation. You are dying, your energy is very limited. How has your outlook on life changed? Do you resist the dying process? Are you being a “tough guy” not showing your physical and/or emotional pain? How do you view others now? Young children, old people, disabled people?

Discuss the process of letting five more cards go and how, if at all, your view of life has changed. 8

## Round Three

Close eyes again and reflect on the continued deterioration of your body and mind. Picture your limitations and the narrow scope and quality of your life. Consider what you would give for one more belly laugh, run on the beach or other activity that you have given up. Open eyes and drop 2 more cards.

Close your eyes again and reflect on what is the hardest for you to let go of. Drop all your cards except for one. That one card should reflect what is the hardest for you to let go of. Very near death, but just before you die, let go of what is on that last card.

## Debrief

Open the floor for discussion on the process. What was the hardest part about letting go of the cards? What was the one card you held onto? What things or people did not make it onto a card that would of a year ago or five years ago? How would this process have been handled differently five years ago? Who are you when you let go of that last card but have not yet died? Are the choices you are making in your life now in alignment with the items on the cards and the order of importance reflected in the exercise?

## Integration and Action Steps

What insights did you get about what you are attached to most? What are you most grateful you have today? What surprised did you have in terms of what was hard to let go of? What action will you take, if any to align your life with the priorities reflected in the exercise?

<b>Title:</b>	<b>Blind Spots Exercise</b>
<b>Type :</b>	<b>Forum Exercise/Retreat Exercise</b>
<b>Date:</b>	<b>June 2011</b>
<b>Topic :</b>	<b>Self-disclosure/ Exploration</b>
<b>Sub-Topic</b>	
<b>Audience:</b>	<b>Forums /All</b>
<b>Categories</b>	<b>Business/Family/Leadership Development/Personal Development/Retreats</b>
<b>Submitted By:</b>	<b>Certified Forum Facilitor Kevin McHugh</b>
<b>Key Words (Tags):</b>	<b>Blind spots, sharing, self-discovery, Johari Window, exploration, presentations, deeper connections</b>
<b>Materials Required:</b>	<b>Notebooks and pens</b>

### Overview:

This exercise is for mature, caring forums that “get it”. Forums that use this exercise should be well grounded in the skills to deliver and manage honest and open communications. Forums should have had training in the Issues Clearing model and be sure the forum is free from hidden, unspoken tensions or disharmony.

### Description:

The purpose of this exercise is (1) for each member to receive direct feedback about how she or he is perceived by the other members concerning life issues, managing challenges and addressing desire for change and (2) to identify future Presentations/Explorations.

We may hold fears, concerns and worries about other members who are not seeing what we see. These may be blind spots. Sometimes a member does see, but does not admit what others see. If you hold judgments that are not sourced from true caring, refrain from sharing until you check in with yourself about your motivation.

How to conduct the exercise:

- On a flip chart page, write the words Fears, Apprehensions, Concerns, Opportunities, Dreams, and Passions at the top.
- On the next line write: “I see a man/woman who...(share a brief affirmation about a positive quality)”
- On the next line write: “From a caring motive, I encourage you to explore with the forum...”
- Hang this on a wall visible to all.

Ask for a volunteer to go first. Set the clock for 4 minutes. In an open manner, ask the other members to share, **only if from a caring motive**, a few possibilities, based on their own perceptions, of what the member could explore more openly with the forum. Fears, Apprehensions, Concerns, Opportunities, Dreams, and Passions are aids to help members identify potential areas of interest – and blind spots in the other member. Identify potential issues only – NO DISCUSSION of any kind

- Record the items for the member on a flip chart page.
- After 4 minutes ask the member if he/she has anything to add that was missed.
- Ask the member to select the next “volunteer” and repeat until all members have gone.
- Hang up the sheets for all to see.
- Each member reviews his/her sheet and decides what he/she would like to explore first (a member can decline and may need time to decide). The member can consolidate items that are part of the same issue. Schedule ***Presentations/Explorations*** for future meetings. (Use the Presentation Guide and Coaching as well as Forum Protocol).

***TIP FOR ALL – If you cannot source your sharing about another member from a place of caring and acceptance – if you cannot “feel” the truth of its presence – it is best not to say anything.***



<b>Title:</b>	<b>Emotions for Fast Check-in</b>
<b>Type :</b>	<b>Check-in</b>
<b>Date:</b>	<b>June 2011</b>
<b>Topic :</b>	<b>Communication Starter</b>
<b>Sub-Topic</b>	<b>Fast Check-in</b>
<b>Audience:</b>	<b>All</b>
<b>Categories</b>	<b>Business/Family/Leadership Development/Personal Development/Retreats</b>
<b>Submitted By:</b>	
<b>Key Words (Tags):</b>	<b>Emotions; Self-discovery; Disclosure; Check-in; Communication Starters</b>
<b>Materials Required:</b>	<b>N/A</b>

### Overview:

To get a meeting started, checking in helps members to transition from the distractions of where they were to being present at the meeting. The following list of emotions prompts members to consider how they are feeling right now, in the moment, and select one or more emotions from the list and to express the feeling(s) out loud and be heard and seen for where she or he is in the moment.

### Description:

1. At the beginning of the meeting, start with a fast check-in.
2. Begin by modeling. From the below list, select one or more emotions that describe how you are feeling right now.
3. Pass the list to the member sitting to your right until each member has had a chance to check-in.

## HAPPY

glad  
contented  
satisfied  
gratified  
pleased  
cheerful  
excited  
enthusiastic  
delighted  
great

## CARING

warm toward  
friendly  
like  
positive toward  
caring  
fond of  
respectful  
concern for  
close to  
affection for

## INADEQUATE

weak  
defeated  
overwhelmed  
ineffective  
lacking  
small  
worthless  
powerless  
inferior  
like a failure

## CONFUSED

uncertain  
uncomfortable  
undecided  
disorganized  
troubled  
disconnected  
ambivalent  
disturbed  
puzzled  
trapped

## GUILT/SHAME

regretful  
wrong  
embarrassed  
at fault  
responsible for  
ashamed  
guilty  
remorseful  
to blame  
lost face  
demeaned  
exposed  
unforgivable  
humiliated  
disgraced  
degraded  
horrible  
mortified

## HURT

put down  
neglected  
overlooked  
minimized  
let down  
unappreciated  
belittled  
abused  
criticized  
discredited  
rejected  
ridiculed  
devalued  
mocked  
exploited  
wounded  
disgraced  
humiliated

## FEARFUL

nervous  
unsure  
hesitant  
shy  
worried  
uneasy  
embarrassed  
ill at ease  
uncomfortable  
self-conscious  
afraid  
scared  
apprehensive  
threatened  
distrustful  
defensive  
intimidated  
vulnerable

## ANGRY

disgusted  
turned off  
put out  
irked  
ticked off  
dismayed  
impatient  
resentful  
irritated  
annoyed  
upset with  
mad  
offended  
exasperated  
furious  
pissed off  
indignant  
bitter

## LONELY

left out  
excluded  
lonesome  
distant  
aloof  
alienated  
estranged  
remote  
alone  
isolated  
abandoned  
all alone  
cut off

## DEPRESSED

unhappy  
down  
bad  
disappointed  
sad  
upset  
discouraged  
pessimistic  
awful  
dejected  
hopeless  
alienated  
in despair

## APPRECIATIVE

admiration  
thankful  
grateful  
valuing  
look up to  
esteem  
in awe

<b>Title:</b>	<b>Top 5 List</b>
<b>Type :</b>	<b>Forum Exercise/Retreat Exercise</b>
<b>Date:</b>	<b>June 2011</b>
<b>Topic :</b>	<b>Self-discovery/ exploration</b>
<b>Sub-Topic</b>	
<b>Audience:</b>	<b>Forums/Events/Governance/All</b>
<b>Categories</b>	<b>Personal Development/Retreats</b>
<b>Submitted By:</b>	
<b>Key Words (Tags):</b>	<b>Values, meaning, purpose, connection, relationships, deeper connections</b>
<b>Materials Required:</b>	<b>Flipchart and markers</b>

**Overview:**

Inviting members to consider a “Top 5 List” provides structure for sharing on a variety of topics that we value in life.

Often, it is best for the member to prepare the list of items in advance.

These exercises work well because each list is a “statement of self.” They can get the discussion moving while provoking each member to self-examine personal issues that may not have been considered previously.

**Description:**

Invite members to prepare their top 5 lists in advance and take turns presenting them on a flip chart.

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**Instructions:**

The moderator is encouraged to set appropriate limits on the number and length of responses in the interest of time management.

- 1) List 5-10 words or phrases that describe you. Encourage members to think outside the typical job description titles like mother, wife, husband and CEO. Ask them to explore areas such as roles, values, feelings and emotions. Examples: cynic, empathizer, optimist, happy, debtor, etc.

**Follow-Up Questions:**

- Does everyone perceive you as filling all roles equally?
- Which items on your list would surprise most people?
- Are all the items current descriptions, or are some descriptions of who you would like to be?
- Are there listed items that trouble you or that you would like to change?
- For each item, how would you feel if that were no longer true?

- 2) List the three best and worst things that happened to you in the past five years.

**Follow-Up Questions:**

- How have these experiences changed you?
- What did you learn?
- What information would you share with others approaching similar situations?

## Push Hands

*Submitted by Certified Forum Facilitator Deborah Heifetz*

<b>What</b>	Break a group into pairs to get to know each other.
<b>Purpose</b>	Deepens closeness at a retreat; breaks taboos-gently; deepens vulnerability; builds self-awareness
<b>How to Use</b>	Any time during a forum meeting or retreat
<b>Where to Use</b>	Forum, family, business
<b>Time</b>	30 – 60 minutes

### Instructions

#### Part I: Movement Experience (10 minutes)

- Break the group into pairs – choose an A and B
- Instruct them to stand face-face and place their hands together.
- Instructing them to move very slowly, ask A to lead and B to follow whatever movement A wants to do with his/her hands.
- After 3 minutes, switch roles.
- Then instruct them to lead with their right hands and follow with their left hands for 2 minutes – then switch roles.

#### Part II: Processing in Pairs (5 minutes)

Have each pair privately discuss what happened

#### Part II: Processing in Forum (15 – 45 minutes)

There are many directions that the follow-up can go. A few ideas include the following:

- A discussion can build upon their ability and concerns to listen to themselves, their forum mates and other people who are in their lives - both personally and professionally.
- It also supports a discussion around intimacy issues, which is often a major concern in their lives.
- Another direction that the discussion can go is about power and leadership. Is it sometimes confusing who is the leader and who is the follower? What does it mean to 'lead from behind' or to be the 'servant leader'?

<b>Title:</b>	<b>Vulnerability Exercise</b>
<b>Type :</b>	<b>Conversation Starter &amp; Icebreaker /Case Study/Forum Exercise/Retreat Exercise</b>
<b>Date:</b>	<b>June 2011</b>
<b>Topic :</b>	<b>See topic breakdown</b>
<b>Sub-Topic</b>	
<b>Audience:</b>	<b>Forums/Events/Governance/All/Youth &amp; Young Adult</b>
<b>Categories</b>	<b>Business/Family/Leadership Development/Personal Development/Retreats</b>
<b>Submitted By:</b>	
<b>Key Words (Tags):</b>	<b>Personal development, self-awareness, exploration, vulnerability, emotions</b>
<b>Materials Required:</b>	

## Overview:

Forum retreats are opportunities for reflection and self-awareness. Vulnerability is a ripe topic to open the window for exploration.

## Description:

This exercise invites members to share experiences when they were most vulnerable.

**Instructions:**

Invite each member to share with Forum one experience in which she or he felt vulnerable, totally without control, fragile, with no idea about how to deal with the situation.

Moderator starts the go-around and shares her or his story of vulnerability in some detail, focusing not only on facts but, more importantly on feelings. And then she or he relates how the situation was resolved. Every Forum member tells her or his story as modeled.

After everyone is done, lead a discussion focusing on common themes and the feeling of cohesiveness and universality.

<b>Title:</b>	<b>Fear in a Hat</b>
<b>Type :</b>	<b>Forum Exercise/Retreat Exercise</b>
<b>Date:</b>	<b>June 2011</b>
<b>Topic :</b>	<b>Self-discovery/ exploration</b>
<b>Sub-Topic</b>	
<b>Audience:</b>	<b>Forums/Retreats /All</b>
<b>Categories</b>	<b>Personal Development/Retreats</b>
<b>Submitted By:</b>	
<b>Key Words (Tags):</b>	<b>Fear, emotions, self-discovery, connections, shared experiences, personal development</b>
<b>Materials Required:</b>	

### Overview:

Fear is a powerful emotion that can serve as a governor to risk-taking or create such confusion that we are stuck in place, unable to make a decision. This exercise explores fear related emotions in a non-judgmental setting and affirms – for those who may think they’re the only ones with fear – that each of the members has fears.

### Description:

This exercise is great to start a Retreat or can be used as a Special Topic at a Forum Meeting.

All members get a chance to speak their fears through another member. This lifts embarrassment or shame from the member who has that fear.



## Instructions:

- Remind the group of Forum Confidentiality & Forum Protocol
- Set an appropriate tone: settled, attentive, caring and serious.
- The tone could be set by introducing the topic of fear and explaining how it is normal and natural at this stage of the Retreat that people are experiencing a wide range of anxieties, worries and fears about what might happen. A good way of starting to confront these fears is have them openly acknowledged - lay them on the table, without being subject to judgment or shame. Having one's fears expressed and heard almost immediately cuts them in half.
- This exercise can be introduced as the first exercise or during the initial stages of the Retreat. When used early on in particular, it can help to foster group support and be helpful for alerting the group to issues they may want to further explore.
- Ask everyone to complete this sentence on a piece of paper (anonymously):  
"In this Retreat, I am [most] afraid that..." or "In this Retreat, the worst thing that could happen to me would be..."
- Collect the pieces of paper, mix them around, then invite each person to select a piece of paper and read about someone's fear.
- One by one, each Forum member reads out the fear of another member and elaborates about what she or he feels that member is most afraid of in this situation. Ask that no one comment on what the person says, just listen and move on to the next person.
- If the reader doesn't elaborate much on the fear, then ask her or him one or two questions as a prompt. Avoid implying or showing your opinion as to the fear being expressed, unless the member is disrespecting or completely misunderstanding someone's fear. If the member doesn't elaborate after one or two questions, leave it and move on.
- When all the fears have been read out and elaborated upon, then invite a discussion about what the members felt and observed. For example: "how did you feel when someone read and elaborated upon your stated fear?" "What patterns, or common threads did you observe?"
- This can lead into other exercises, such as developing individual goals, which specifically tackle some of the issues raised, or into other processes in which members further explore their feelings and fears.

## The Most Important Thing

**Overview & Description:** The exercise encourages participants to think about what is really important in their lives and asks them to whittle down the list to just one – a much more difficult task than expected.

**Supplies:** Packs of sticky notes, pens

### Instructions

Provide each participant with 10 sticky notes each, and a pen.

Instruct them to think about the 10 most important things in their life - things they couldn't live without, but not things they need to physically survive. For example, they should not use water, food or shelter for this activity.

Ask participants to write each one of these things on a sticky note. If, for example, a participant is going to write their children, for example, they should all be on one sheet of the paper.

After all ten sheets of paper are filled, instruct participants to give one up of their most important things and lay it face up in a pile. They are to continue giving things up until they are left with their one most important thing. Everything else should be in order of its importance.

### Follow up

Ask participants if their daily life reflects this order and share that with the group.

<b>Title:</b>	<b>Mirror Exercise</b>
<b>Type :</b>	<b>Conversation Starter &amp; Icebreaker /Case Study/Forum Exercise/Retreat Exercise</b>
<b>Date:</b>	<b>June 2011</b>
<b>Topic :</b>	<b>See topic breakdown</b>
<b>Sub-Topic</b>	
<b>Audience:</b>	<b>Forum/All</b>
<b>Categories</b>	<b>Family/Leadership Development/Personal Development/Retreats</b>
<b>Submitted By:</b>	
<b>Key Words (Tags):</b>	<b>Personal development, self-awareness, exploration, vulnerability, emotions</b>
<b>Materials Required:</b>	<b>Small mirror for each member</b>

### Overview:

Forum retreats are opportunities for reflection and self-awareness. Looking in at ourselves with a different perspective provides a new window for exploration.

### Description:

This exercise is an opportunity to develop intimacy with yourself and explore personal identity (who am I, what defines me at this time in my life), unresolved family issues, present issues about definition of myself at this point in time personally and professionally.

**Instructions:**

Invite the members to pick up a small mirror.

Invite each person look at her or his eyes in the mirror for 60 seconds in complete silence.

Ask the Forum **(1) What do you see in those eyes? (2) What thoughts came to you as you were looking at your eyes? (3) How does this experience make you feel? You can also ask any other related questions.**

Model the responses.

When everyone has shared her or his experience, lead a discussion of common themes in the Forum for further exploration.

<b>Title:</b>	<b>Spirit Walk</b>
<b>Type :</b>	<b>Chapter Exercise/Event Exercise/Retreat Exercise</b>
<b>Date:</b>	<b>June 2011</b>
<b>Topic :</b>	<b>Spirituality</b>
<b>Sub-Topic</b>	
<b>Audience:</b>	<b>Forums/Events/All</b>
<b>Categories</b>	<b>Leadership Development/Personal Development/Retreats</b>
<b>Submitted By:</b>	
<b>Key Words (Tags):</b>	<b>Spirit, balance, religion, diversity, exploration, discovery, disclosure, membership</b>
<b>Materials Required:</b>	

**Overview:**

This exercise helps members appreciate the diversity and yet similarities of their membership, noticing the diversity represented and missing in the Forum. The process supports the members to openly share their experiences and to celebrate the uniqueness and differences of YPO members.

**Description:**

A large open space free from chairs, tables and equipment works best.

Members line up and are asked to identify with and respond to a dichotomous identity.

The process calls for awareness and observation self and others with a goal of appreciating differences.

**Instructions:**

Invite the members to stand together as a group at one end of the room. Speaker is to position themselves at the same end.

This will be done in absolute silence and participants will remain standing during this part of the experience.

Members will walk to the opposite end of the room each time the speaker calls out a category of difference that "fits" or describes who they are. Assure them that they can elect not to walk to the other end of the room when you identify differences they would prefer not to acknowledge to the group.

Coach the group that they should notice who is with them and who is separated from them for each area of difference, noticing the quality of spirit and how they feel about all differences that are mentioned in the activity.

As an area of difference is identified that "fits" with members, they should walk to the other end of the room, turn to those members who walked with them, and silently make eye contact with each member. These persons should then look back at their colleagues, observing their own feelings, before returning back to the full group.

Remind members that forum confidentiality governs.

For each area of difference the facilitator provides the following instructions:

- Please walk to the other side of the room if you are \_\_\_\_.
  - Notice who is with you, and silently make eye contact with them.
  - Notice who is not with you, looking back at your colleagues.
  - Notice the quality of spirit that you feel.
  - Please walk back to the full group.
- You have 10 minutes for this exercise; therefore you will need to select 15 – 25 items from the extensive list below. You may only get through 15, so make your selections wisely.
- You would want to select carefully and balance the items/ categories to move from light to deep and to include some that will provide a laugh.

**Light Personal**

1. Birth order • First born • Last born • Middle Child • Only child?
2. Tallest/shortest
3. Tattoos
4. Piercings
5. Living in same town where born
6. Talents • Languages • Athletics • Academics • Art • Music
7. Communication • Who talks the most in their family, company • Who is grumpy in the morning
  - Who has walked behind one of their parents, trying to step directly into their footsteps.

8. Personality • Who has difficulty in saying no • Who has gotten angry in the last month • Who thinks they are funny • Who thinks they are serious • Who does things at the last minute
9. 9. History • Living in same town where born • Changed jobs • Family immigrated

## **Light YPO**

### **Mix by Ethnicity**

Africa • Asia • Canada • Central USA • Europe • Latin America/Caribbean • N.E. USA • Western USA

## **Medium Personal**

1. Who has been unhappy with family decisions?
2. Did not know grandparents
3. Number of generations still alive
4. Marriage
5. Divorced
6. Separated
7. Happily married
8. 2nd marriage
9. 3rd marriage or above

## **Deep Life**

### **Experiences and Events**

1. Recently been divorced
2. Been really poor
3. Been in a war
4. Been in a life threatening situation
5. Loss of parent
6. Loss of child