

There are dozens of ways you can use these ‘I Am Being’ cards and no one way is better than another. It’s all about context. Here are some ways I use these cards in my own workshops and conversations:

Introduction Round: Choose Your Way of Being

Lay the cards on the floor and invite participants to choose a card that represents how they are committed to being in the upcoming conversation. Invite each person to share their word into the room and describe what that means to them. Each person keeps their card visible for the duration of the workshop.

Stimulate Creative Thinking: Assign a Way of Thinking

In a problem-solving—or ideation session—it’s easy to get trapped exploring the same-old ideas, so it’s useful to get people thinking from a different part of their brain. After an initial round of brainstorming, invite people to choose a card from the face-down pack and then re-start their thinking ‘as if’ they were embodying that characteristic. If they choose a characteristic that they naturally embody, invite them to brainstorm ideas assuming everyone else embodies that characteristic too.

Ensuring Robust Evaluation: Assign a Way of Being

When evaluating a potential project or idea, it’s easy to fall into group think and not evaluate the idea from every angle. To help stop this from happening, give each participant a random card and invite them to evaluate the idea while embodying that characteristic.

Developing a Values Based Team Charter: How Do We Need to Be?

Spend some time creating a picture of what a great team looks like and then invite participants to reflect on how well they currently measure up—as a team—against that picture. Once they identify a gap (and they always do), invite the group to consider how they might need to be—as a team—in order to close the gap.

Give each person a set of cards and invite them to choose no more than five that they would use to finish this sentence: In order to bring our picture of a great team to life, I think it is important we are being...

Have each person share back their chosen cards and cluster the words into themes.

Appreciation Round: What Do You See in Others?

Lay all the cards on the floor and invite participants to stand around them in a circle. Have participants turn to their left and focus on the person in front of them. Give them 60 seconds or so to think about what they appreciate about that person and what characteristic they most value in their way of being.

Once everyone has had a minute to reflect, invite participants to choose the card that best sums up that characteristic and then find a new place in the circle. Participants take turns sharing the card they have chosen and who and what it represents. Then, they walk across the circle and gift the card to their team-mate.

I would love to hear how you are using these cards in your own context. Celebrate your success with me by emailing kerri@thefacilitatorsnetwork.co.nz.

Trustworthy

TRUSTWORTHY

Empathetic

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Innovative

INNOVATIVE

Appreciative

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