



Resilient Teams™ Toolkit

POSTCARDS FROM THE EDGE





TIME NEEDED

(approx. 55 minutes for a 10 person team)

5 minute introduction

5 minute prep

4minutes per person sharing postcard responses

5 minute feedback and wrap



MATERIALS

Printed/hard copy of all the postcards.

Color is nice but B/W is good too.

PURPOSE

To increase connection and alignment between team members by spurring them to talk about their experience working on the team. This is an especially good exercise to use as a warm-up before sharing your team's Resilient Team Assessment results.

BACKGROUND & SET UP

This exercise provides a safe, fun, challenging and innovative way to get each team member to share his or her experience on the team.

The objective is to use the postcards to act as metaphors for working on the team. Here's how to run the exercise:

- 1 Print off the postcards.
- 2 Spread out the postcards on a table or other flat surface. Place them picture-side-up so the team can see them
- 3 Introduce the exercise as follows, "Before we get into our Resilient Teams data I want to run an exercise using these postcards. To start I need you to choose a postcard and then based on the picture, write down your answers to these two questions".

How does the picture describe your experience of working on this team?

How does the picture capture you at work?

(Note that It's always better to have people write down their answers so you avoid groupthink and the less confident or assertive people in the team feel more comfortable sharing their answers. It's also helpful to have the questions below written down on a whiteboard or flip chart so people can refer to them.)

- 4 Give the team no more than four or five minutes to select a postcard and answer the two questions.
- 5 Ask a member of the team to go first. Say, “[Name of team member] could you start us off?” Then give them the following directions:

First, describe the picture on the postcard

Next, share how it captures your experience of working on this team

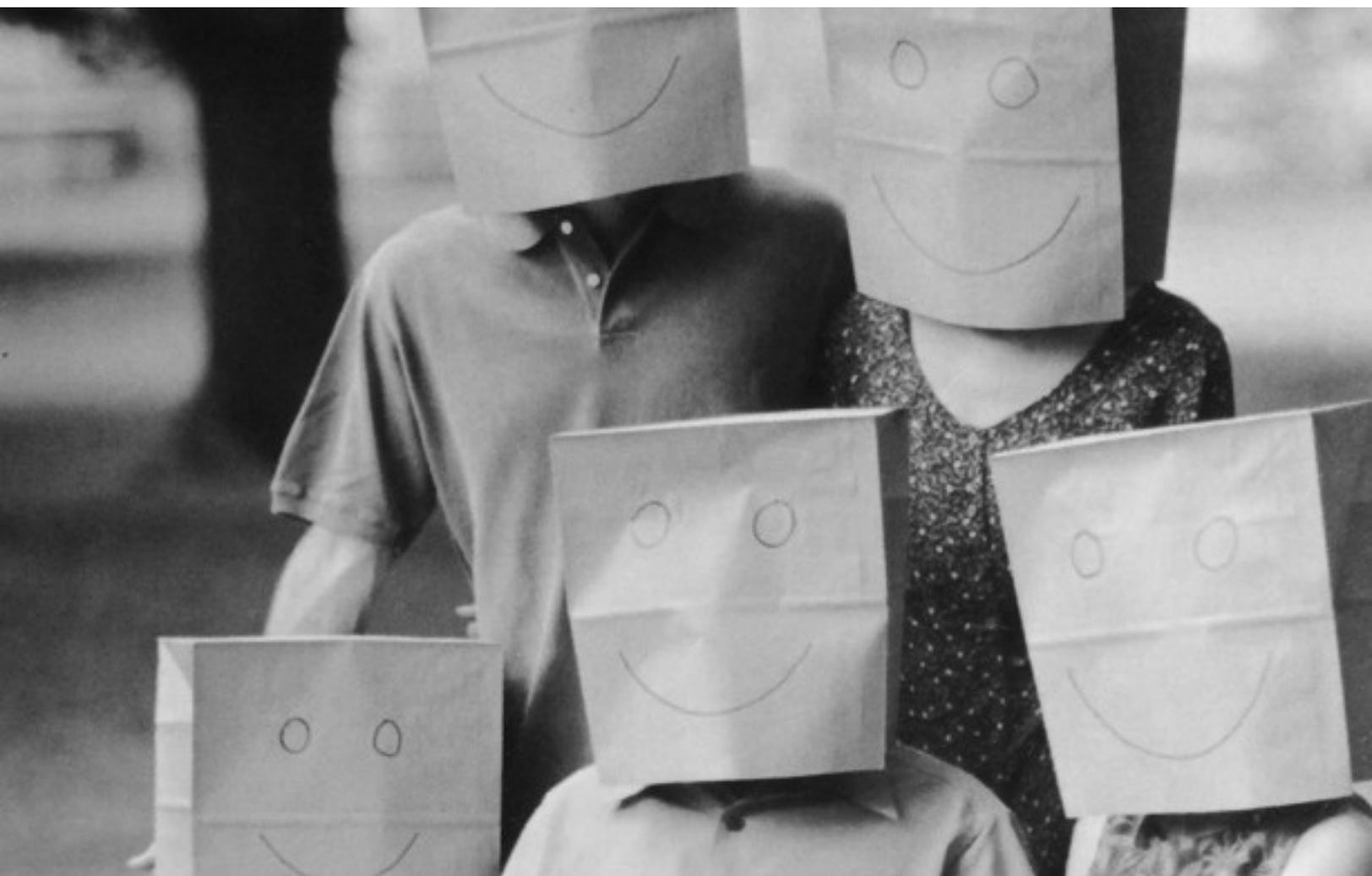
Finally, how does the picture describe you at work?

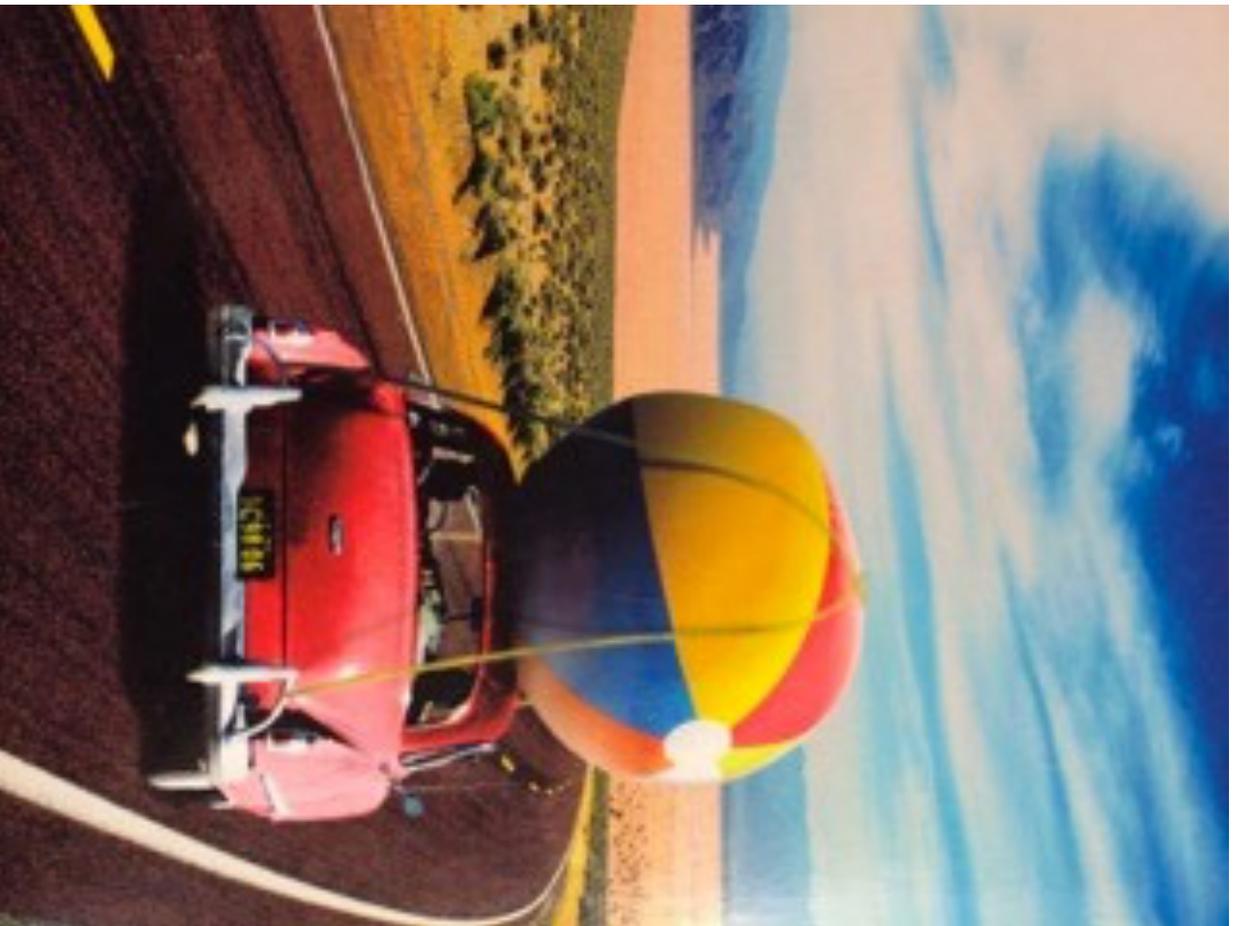
Be prepared to remind people what the three “asks” are, and as the leader you should take your turn last. Make sure you choose someone who is comfortable speaking up in front of others to go first. Setting the right tone, being open, candid and honest, is an important part of the exercise.

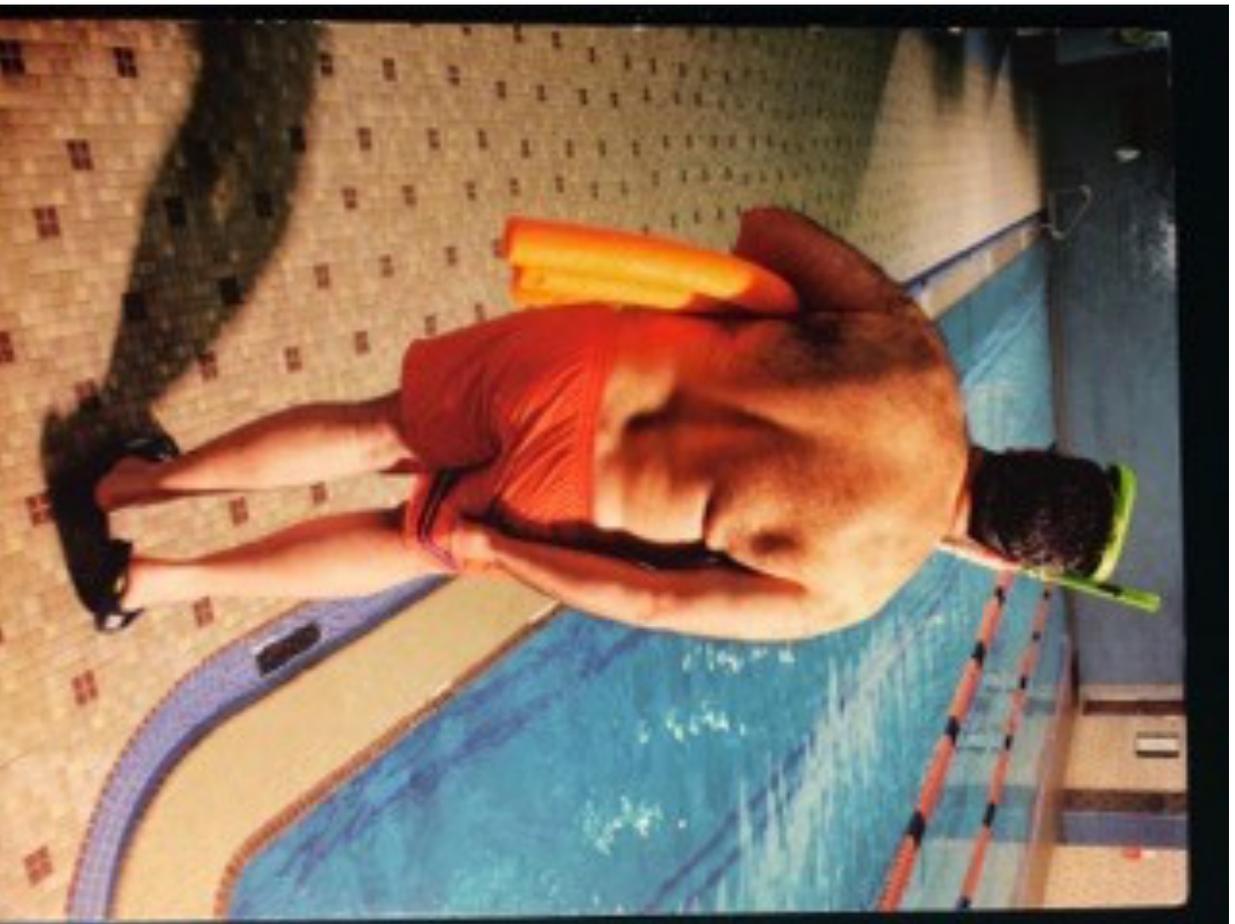
When everyone has had a chance to share their answers, ask for feedback. Good questions to ask are, “*Did anyone notice any themes?*”



MATERIALS: POSTCARDS







EVENINGS AT 7 IN THE PARISH HALL	
MON	ALCOHOLICS ANONYMOUS
TUE	ABUSED SPOUSES
WED	EATING DISORDERS
THU	SAY NO TO DRUGS
FRI	TEEN SUICIDE WATCH
SAT	SOUP KITCHEN
SUNDAY SERMON 9 A.M.	
"AMERICA'S JOYOUS FUTURE"	













