



GROUP ACTIVITIES

A COLLECTION OF GAMES TO GROW COMMUNICATION

Ready to get to know the people around you on a deeper level? Want to understand how their personality works differently than yours? If so, let's go!

Suggested Materials

A flip chart paper, whiteboard or chalkboard.

We recommend that each participant have a copy of their Fascination Advantage[®] Report. As a reminder they can get the report by logging in at [HowToFascinate.com](https://www.howtofascinate.com) and entering their Email Address and Password they created when they did the Assessment.

You should complete the DIY Heat Map with the Archetypes of the team filled in. Then hand out a copy of (or display) the completed DIY Heat map and the Fascination Archetype[®] Matrix. If you would like to save paper, these can be blown up and attached to a flip chart paper format, instead of having individual copies.



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WHAT WE RECOMMEND YOU HAVE

We recommend these for all workshops/events:

- Laptop with projector, for PowerPoint/Keynote slides
- Quick Reference DIY heatmaps for team to keep to understand Team Advantages
- Timer (separate from your laptop)
- Blank paper



MAKING THE MOST OF YOUR EVENT

Here's some more tips to help you create a fascinating and unforgettable experience for your Team:

- **Customize the Meeting/Event.** By tailoring each event for each Team or Event, you will improve results.
- Use examples, case studies, and stories that highlight the unique Advantages of the different personalities in the group.
- Tailor your approach differently based on whether the Team members are close knit already or are new to each other.
- Recognizing different learning styles, make the same point in different ways. For example, some are visual learners, some are auditory, some are tactile learners. Change it up so all can understand.

The Key is Fascinating and Fun. Mix up the exercises in the event with group and individual work, large and small group discussions, and exercises.

Apply to the Real World. Make sure that the group understands why they are learning about each other's Advantages and how they can apply the new found knowledge about each other to improve the environment for everyone. Show how learning about each other and improving communication will benefit them and make their lives easier. Bring the teaching back to real work and life situations.

Encourage Discussion. Bring an attitude of exploration with you to the event. Encourage the group to feel the same way with a two-way interaction between you and all of the group. Most of all: Enjoy, learn, and have a good time.



EXERCISE #1

DIVERSITY OF PERSONALITIES

Objective: Understand the Advantages of each team member.

Materials Required: Completed DIY Heat Map Fascination Advantage report for each person

Activities: Ask participants to identify where they are on the Matrix.

- What are the different Primary Advantages?
- What are the main Advantages in the group?
- Who can you call on in the group when you are faced with a situation that uses your Dormant Advantage?



EXERCISE #2

THE ADVANTAGE DEEP DIVE

Objective: Understand how different personality types work differently according to the Primary Advantages of each team or group member.

Materials Required: Table labels for all 7 Advantages Fascination Advantage report for each person

Activities: Break people into groups based on Primary Advantage

Have each table discuss one common group situation and ask them to come up with a solution.
Ex: Dealing with a customer who does _____.

Each group writes down key characteristics of their Primary Advantage

Explain the highest value someone with this Advantage brings

Provide examples of how this Advantage would solve a problem



EXERCISE #3

THE DOUBLE TROUBLES

Objective: What does it look like when your personality is in Double Trouble mode? What can you do to avoid too much of one Advantage so it doesn't become a disadvantage?

Materials Required:

The Fascination Advantage Matrix
Fascination Advantage report for each person

Activities: Which tasks make you frustrated or unnerved? Likely, the tasks that frustrate you send you into Double Trouble mode. Double Trouble mode is where you are using too much of one Advantage.

Ex. Power + Power is The Aggressor
Passion + Passion is The Drama



EXERCISE #3

THE DOUBLE TROUBLES

Materials Required:

The Fascination Advantage Matrix

Fascination Advantage report for each person

Activities: Talk with the group about how you could avoid Double Trouble mode in the future and which tasks fill you with energy instead.

Each person should identify the Double Trouble associated with their Primary Advantage.

Provide examples of how someone with this Advantage would recognize when they are in Double Trouble mode and what to do when they realize they are being too much of one Advantage, so that they can effectively communicate with others.



EXERCISE #4

THE SCENARIO GAME

Objective: How can you call on team members to use their unique Advantages to supplement your approach to a problem that you have?

Materials:

The Fascination Advantage Matrix

Fascination Advantage report for each person

Activities: Divide the group into teams and assign a random Advantage to their team.

Display a scenario onscreen and ask them to decide an approach, based on their selected Advantage, to solve the problem.

Have a person from each group explain their ideas.

Repeat the exercise this time having the participants try to resolve the scenario with their Dormant Advantage instead.



PROBLEMS TO SOLVE

SAMPLE PROBLEM

A big project is running late. Your team is cutting it dangerously close to the deadline. How can you get people moving more quickly, so the project gets finished on time?

PROBLEM #1


A customer has just called, upset. She wants to return a product because it didn't meet her expectations. What can you say to turn the situation around, and earn back her business?

PROBLEM #2

Two people on your team just don't get along. The conflict is starting to cost you time and energy. How can you reach some kind of resolution to the conflict?

PROBLEM #3

You are running a special promotion on your products, just for this weekend. You have to create a marketing message for your website. How can you apply one of these Advantages to fascinate website visitors, and get them to buy this weekend?



PROBLEMS CONTINUED

Discuss how each of the Primary Advantages solves the problems in a unique way.

Go around the room and have each group discuss how these Advantages solve problems in different ways.

How do others with a Primary Advantage that is the same as your Dormant Advantage solve problems?

HINT: You learn about each other when you try to do scenarios and solve problems with an Advantage different from your own Primary Advantages.



EXERCISE #5

WORK TOGETHER BY BEING THE BEST OF WHO YOU ARE

Objective: Understand how to “own” your personality

- Each of us has a unique way to communicate when we are being our best. When we communicate using our natural personality we are happier, more productive and a better team player.
- Un-learn Boring. Become more of the best of who you already are by accepting and using your natural personality advantages.

When asked to be somebody you are not instead, be assertive and true to who you are. Remember to stay calm and natural and be careful not to get sidetracked into being someone you are not.

EXERCISE #5

WORK TOGETHER BY BEING THE BEST OF WHO YOU ARE

At times, requests from others conflict with our values and ask us to be somebody we are not. Even if it is something we would like to do we may not have the personality to effectively or comfortably act in the manner requested. Nevertheless it can be very difficult to say no. Practice approaches to comfortably and assertively say NO and be true to yourself:

- Say no and then state why. This helps the other person see why you are not suited to approach the situation in the way envisioned by the other person. For example: “I can’t speak to them in that way because I am not a Power person. Instead I will appeal to their emotional side with my Passion Advantage.
- Saying no, followed by an honest explanation, such as, “I am uncomfortable doing that because...I am not comfortable speaking in group settings.”
- Say no, and then give an alternative. Example: “I am not best when I make requests in a group setting, instead I will call them directly and work with them privately”.
- Say their request in your own words, and then say no. Example: “I understand that you need to have the Team understand this goal but I will do it better using my natural communication skills I have it covered though.”

Say yes, AND tell them why not communicating unnaturally is not the best solution. Then give an alternative solution. Example: “Yes, I would love to help you get the Team support and I have a great way to do it that is the best fit for how I work.”



EXERCISE 6: SCENARIOS

THE GAME OF SITUATIONS TO DEFEAT SMALL TALK

Ready to avoid small talk, and help everyone have real conversations? Let's go!

WIN THE MOMENT

A game of first impressions

In this game, you'll play through a series of unusual scenarios. Each player will develop their own solutions to the scenarios. Will you succeed through humor? Will you succeed by asking questions?

Whatever you do, make a strong first impression.

How will you use your natural communication style to triumph? Will you choose a solution that's similar to everyone else, or totally different?

You'll get to know others in the group based on how they respond.



SCENARIOS

THE GAME OF SITUATIONS TO DEFEAT SMALL TALK

Ready to avoid small talk, and help everyone have real conversations? Let's go!

SIMPLE INSTRUCTIONS

This game can be played as a large group, or smaller groups, such as pairs.

One person reads the scenarios out loud to the group.

Each player writes down one way in which they would apply their primary Advantage to overcome the challenge.

Remember, you don't have to be serious or have realistic responses. Answer any way you want... Your answers can be unexpected, or even audacious. The point is to apply your Advantages and to have fun!



SCENARIO #1

THE THWARTED FLIGHT:

You're flying to your best friend's wedding. It's the last flight out, and the gate agent announces that the flight is overbooked. Uh-oh, you are about to get bumped from your seat, and miss the wedding. How can you apply your primary Advantage to convince another passenger to give up their seat, and allow you to be there for The Big Day?



SCENARIO #2

THAT'S DELICIOUSSSSSSS...

You've been invited to your boss's house for a formal dinner party. It's a huge opportunity for you to meet influential movers and shakers. You need to impress everyone at the table. When you arrive, you discover that the caterer will be serving exotic African snake as the only entrée option. (Ewww!) How will you use your primary Advantage to make the best of the situation, and avoid offending your host?



SCENARIO #3

STAR-STRUCK:

You've always been a huge fan of a certain actor. You've seen all the movies, and can quote every section of dialogue. Your attraction might not be love, but it's definitely a dash of infatuation. One night, sitting in a restaurant, you bump into this same megawatt celebrity. How could you use your primary Advantage to strike up a conversation?