

GROUP ACTIVITIES

ACTIVITIES TO GROW TEAM COMMUNICATION



SUGGESTED MATERIALS

A flip chart paper and or if you prefer, you can use a 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 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.

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.

Now, on to the Exercises:



PRE-WORK AND REVIEW

The purpose here is to get participants thinking about communication strategies they are already using and where they need to improve.

Ask:

- What are your biggest time difficulties in communication?
- What are you currently doing to understand the Advantages of each other?
- What could you be doing differently to understand the personality differences In the group and how to maximize the interaction and communication?
- When this event is over what is the one thing that would be a Win in improving understanding among the group?

Discuss these questions and write the answers on the flip chart. Try to get a group consensus on each item.

EXERCISE 1: DIVERSITY OF PERSONALITY IN THE GROUP

ESTIMATED TIME: 15 MINUTES

Topic Objective	Understand the Advantages of each Team or Group Member.
Topic Summary	Each of us has unique personality advantages, when we learn them we appreciate each other more and work better together.
Materials Required	<ul style="list-style-type: none">• Completed DIY Heat Map showing Archetype distribution in the group• Fascination Advantage
Planning Checklist	One Heat Map and Fascination Advantage Matrix per participant (or large poster or slide visible to the whole group).
Activities	<ul style="list-style-type: none">• Ask participants to identify where they lie on the Matrix.• What are the different Primary Advantages?• What are the main Advantages in the Group?• What are the Dormant Advantages each person has (it's in their Report) .• Who can you call on in the Group when you are faced with a situation that calls for your Dormant Advantage?
Discussion Pointers	Discuss your own personal Advantages and Dormant Advantage. Who on the team can you call on to help supplement your Advantages. Go around the room and have each person discuss.
Communication Tips	This activity is best done in small groups. Sometimes its useful to fill out the DIY Heat Map together to reinforce the diversity of personality in the group.

EXERCISE 2: ADVANTAGE DEEP DIVE EXERCISE

ESTIMATED TIME: 30 MINUTES

Topic Objective	Understand how different personality types work differently according to the Primary Advantages of each Team or Group Member.
Topic Summary	Each of us has unique personality advantages, we act differently based on our Advantages. All of them are valuable and when we learn them we appreciate each other more and work better together.
Materials Required	<ul style="list-style-type: none">• Table labels for all 7 Fascination Advantages• Fascination Advantage Report for each person
Planning Checklist	7 Tables or areas to divide the group by Primary Advantage
Activities	<ul style="list-style-type: none">• Break people out based on primary Advantage• Have each table discuss one common group situation or issue and ask them to come to a group solution. This may be work or life scenario such as dealing with a customer who does....(fill in a common difficult scenario).• Each group writes down key characteristic of their Primary Advantage• Explain the highest value someone with that Advantage can bring• Provide examples of how someone with this Advantage would solve a problem
Discussion Pointers	Discuss how each of the Primary approaches and solves the problems in a unique way. Go around the room and have each group discuss how they approached and resolved the situation. Note the differences in both approach and solution. HINT: There are many ways to win, each of us is primed to do it in a different way.
Communication Tips	This activity is best done in small groups.

EXERCISE 3: DOUBLE TROUBLE EXERCISE

ESTIMATED TIME: 30 MINUTES

Topic Objective	<p>Understand your Double Trouble</p> <p>What does it look like when you're personality is in Double Trouble mode?</p> <p>What can you do to avoid being too much of an Advantage such that it becomes a Disadvantage?</p>
Topic Summary	<p>Which tasks make you frustrated or unnerved?</p> <p>Likely, the tasks that frustrate you the most send you into Double Trouble mode.</p> <p>Double Trouble mode is where you are using too much of one Advantage, for example too much Power is the Aggressor Archetype, too much Passion is the Drama Archetype.</p>
Materials Required	<ul style="list-style-type: none">• The Fascination Advantage Archetype™ Matrix• Fascination Advantage Report for each person
Planning Checklist	<p>Go over the Fascination Advantage Archetype™ Matrix and identify the 7 Double Trouble Archetypes.</p> <p>Have the Fascination Advantage Archetype™ Matrix printed out or as a display so each person in the group can see it.</p> <p>HINT: 7 Double Trouble Archetypes are the Archetypes that have both the same primary and secondary Advantages: Power/Power = The Aggressor, Passion/Passion = The Drama etc...</p>

EXERCISE 3: DOUBLE TROUBLE EXERCISE CONTINUED

ESTIMATED TIME: 30 MINUTES

Activities	<ul style="list-style-type: none">• Likely, the tasks that frustrate you the most send you into Double Trouble mode.• Talk with the group about how you could avoid Double Trouble mode in the future and which tasks fill you with energy instead.• Each identifies the Double Trouble Archetype associated with their Primary Advantage.• What are the overpowering or “too much” characteristic of their Primary Advantage.• Explain the highest value someone with that Advantage can bring and how that Advantage can work as a disadvantage when in the Double Trouble mode.• Provide examples of how someone with this Advantage would recognize when they are in Double Trouble mode and what to do when they recognize they are being too much of one Advantage to effectively communicate with and work with others.
Discussion Pointers	<p>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 can be a disadvantage if not tempered with other Advantages.</p> <p>HINT: There are some downsides to being too much of one Advantage</p>
Communication Tips	<p>This activity is best done in small groups.</p>

EXERCISE 4: SCENARIO GAME

ESTIMATED TIME: 45 MINUTES

Topic Objective	<p>Understand The Advantages of Others</p> <p>What does it look like when you solve a problem or face a situation by using Advantages that ARE NOT your Primary or Secondary Advantage.</p> <p>How can you call on other team members to use their unique Advantages to supplement your approach to a problem that you use with your Advantages.</p>
Topic Summary	<p>What are the ways other team members approach and solve problems.</p> <p>Get in the head of others and look at problems from the perspective of the Primary Advantages of others.</p> <p>How does approaching a problem using your Dormant Advantage present a different way to solve a problem or get to a result.</p>
Materials Required	<ul style="list-style-type: none">• The Fascination Advantage Archetype™ Matrix• Fascination Advantage Report for each person
Planning Checklist	<p>Go over the Fascination Advantage Archetype™ Matrix and identify the 7 Advantages.</p> <p>Identify Advantages that are not your Primary or Secondary Advantage.</p> <p>Identify your Dormant Advantage</p> <p>Have the Fascination Advantage Archetype™ Matrix printed out or as a display so each person in the group can see it.</p>

EXERCISE 4: SCENARIO GAME CONTINUED

ESTIMATED TIME: 45 MINUTES

Activities

1. Randomly select an Advantage for participants to use in each group.
2. Display the problem on screen and ask them to (as a group) decide an approach, based on the Advantage, to solve this problem.
3. Have a spokesperson from each group stand up and explain their idea.
4. Have the audience decide which solution was best based on clapping.
5. After several questions, ask the audience for a scenario they want answered.
6. Repeat the exercise this time having the participant try to resolve the scenario with their Dormant Advantage. Hint: the Dormant Advantage is in their Report.
7. The final question winners receive Jaeger and the runner-ups receive red bull.

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?

SAMPLE PROBLEM

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?

SAMPLE PROBLEM

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?

SAMPLE PROBLEM

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?

EXERCISE 4: SCENARIO GAME CONTINUED

ESTIMATED TIME: 45 MINUTES

Discussion Pointers	<p>Discuss how each of the Primary Advantages solves the problems in a unique way.</p> <p>Go around the room and have each group discuss how these Advantages solve problems in different ways.</p> <p>How do others with a primary Advantage that is the same as your Dormant Advantage solve problems?</p> <p>HINT: You learn about each other when you try to do scenarios and solve problems with an Advantage different from your own Primary Advantages.</p>
Communication Tips	<p>This activity is like the Advantage deep dive exercise except here each group or person is solving a problem or facing a situation with a solution different from their own Primary Advantages. This is a way to look at and appreciate how others solve problems in their own unique way and leads to a deeper appreciation of other Archetypes and the importance of the diversity of personality.</p>

EXERCISE 5: WORKING TOGETHER BY BEING MORE OF THE BEST OF WHO YOU ALREADY ARE

ESTIMATED TIME: 10 MINUTES

Topic Objective	To understand how to “own” your personality.
Topic Summary	<ul style="list-style-type: none">• 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.• Undo 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.
Materials Required	<ul style="list-style-type: none">• Fascination Advantage Report for each person
Planning Checklist	Flip Top Board, Whiteboard or projector

EXERCISE 5: WORKING TOGETHER BY BEING MORE OF THE BEST OF WHO YOU ALREADY ARE CONTINUED

ESTIMATED TIME: 10 MINUTES

Activities

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 5: WORKING TOGETHER BY BEING MORE OF THE BEST OF WHO YOU ALREADY ARE CONTINUED

ESTIMATED TIME: 10 MINUTES

Delivery Tips

List the “No” techniques on a display board or flip chart paper, or use the projector with slides.

EXERCISE 6: WIN THE MOMENT: A GAME OF FIRST IMPRESSIONS

ESTIMATED TIME: 30 MINUTES

Topic Objective	<p>THE GAME OF SITUATIONS TO DEFEAT SMALL TALK Ready to avoid small talk, and help everyone have real conversations? Let's go!</p> <p>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?</p> <p>Will you succeed by asking questions?</p> <p>Whatever you do, make a strong first impression.</p>
Topic Summary	<p>How will you use your natural communication style to triumph? Will you choose a solution that's similar to everyone else, or totally different?</p> <p>You'll get to know others in the group based on how they respond. To these different SCENARIOS.</p>
Materials Required	<ul style="list-style-type: none">• Fascination Advantage Report for each person
Planning Checklist	Flip Top Board, Whiteboard or projector

EXERCISE 6: WIN THE MOMENT: A GAME OF FIRST IMPRESSIONS CONTINUED

ESTIMATED TIME: 30 MINUTES

Activities

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?

EXERCISE 6: WIN THE MOMENT: A GAME OF FIRST IMPRESSIONS CONTINUED

ESTIMATED TIME: 30 MINUTES

Activities	<p>SCENARIO #2 That's Delicioussssssss... 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?</p> <p>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?</p> <p>SCENARIO #4 Make up your own scenarios Call out members of the group to come up with their own fun scenario to highlight problem solving based on the highest and best communication Advantage of each person.</p>
Delivery Tips	This is all about getting fun scenarios where everyone gets a chance to show off how their Advantage is a great way to get things done. Remember there is no one way to solve a problem but there is one way that is naturally best for you.