

Insight Trait Walk



PURPOSE:

- Engage participants and help them physically see and experience how their scores are different from each other (particularly helpful for team members and co-workers).
- Get participants up and moving, energized, laughing, and more involved. Great activity to use late morning or afternoon activity when energy levels drop.

SETUP

Deluxe: take long role of paper (such as wall paper) and pre-mark it with the scale name, opposite preferences, and plotting points. Ask participants to stand where their score fell. *Quick and easy:* verbally describe an imaginary line in the room and where the two opposite extremes and center point are for the trait. Ask participants to locate themselves relative to each other.

TIME

15 minutes per trait. Often if is fine to just do one or two traits. However, participants really like this activity and some will want to do all four traits. Allow 30 minutes for activity and discussion.

PROCESSING:

Once participants have taken their places on the line, ask them to:

- look up and down the lineup and check out where each other is standing
- discuss any confirming hunches about where others position themselves, i.e. "I knew Joe would be all the way to the right!" and/or comment on any surprises, i.e "I thought Mary would be further to the left than Sam."
- discuss how they (as a work group or team) may be loaded heavy on one side or have some unusual clustering's of members and how this impacts them.

EXTRA ACTIVITY

Ask one person to step out and move people around according to how he/she would have placed them. Ask for reasons. This activity gets lots of laughs yet generates lots of insights. Expect others to want to do the same. Take turns with several individuals.

SUCCESS TIP:

Remember participants learn differently. This is a great activity for those who are physical and visual learners. They experience, see, and therefore remember better where others fall on each trait. Plus it's much fun. Participants laugh, look up and down the line, make wise cracks and get really involved. If you ever need to wake up a slow afternoon and get participants energized this activity is an excellent one to use.