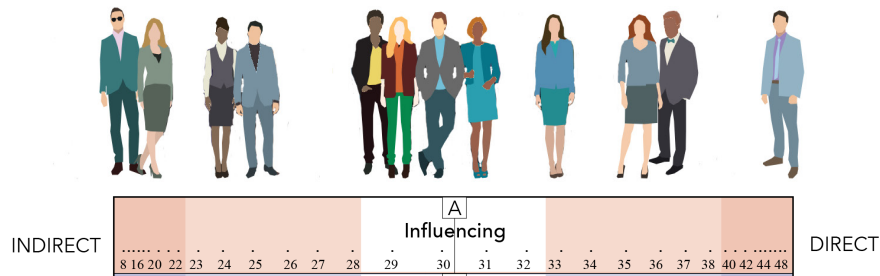


TRAIT WALK



PURPOSE:

- Get participants up and moving, energized, laughing, and more involved. Great activity to use late morning or afternoon activity when energy levels drop a bit.
- 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).

SETUP

- **Quick and easy:** describe an imaginary line in the room and the location of two opposite extremes and center point of the trait. Ask participants to locate themselves relative to each other.
- **Deluxe:** take long roll of paper (such as wall paper) and design it with the scale name, opposite preferences, and plot the points on it. Ask participants to stand where their score on that trait falls.

TIME

About fifteen minutes per trait. Often it is adequate to just complete one or two traits. However, participants really enjoy this activity and some will want to work through all four traits.

PROCESSING:

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

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

FEEDBACK - EXTRA ACTIVITY

Ask one person to step out and move people around according to how he/she would have placed them. Probe 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 where others fall on each trait.

Encourage participants to laugh, look up and down the line, make wise cracks and get involved. You can start this if needed by commenting on how some individuals come across in your session. If you ever need to wake up a slow afternoon and get participants energized this activity works great.