

Stronger people, stronger organisations

SOLUTION FOCUSED EXERCISE TO BOOST THE MOOD@WORK

Crisis Canvas icebreaker



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“BOOST THE MOOD@WORK” ICEBREAKER

Why

Improve the mood and co-create solutions to problems in just (ABOUT) 1 hour

Crisis and uncertainty may have various visible and invisible consequences on people and on their mood.

Yes, we have to admit that we are sometimes affected by fear and anxiety, sadness, anger or lack of will It's normal but it does not help us to be at our best. Among the various human reactions, a common one consists of waiting, like being frozen and just waiting on what could come next. Our natural enthusiasm is on hold.

We can observe a slow down in the energy of the teams. Would it be possible to help people to overcome, gently, this situation and come back to their level of enthusiasm?

If we can never force people to change themselves, we can create some conditions to help them, if they want it, to boost their energy by entering, in this 4-STEP-TEAM-EXERCISE.

It's simple but has to be done with respect, acceptance and kindness. Without these ingredients, the exercise will be useless.

Step 1: Mindset. The relational charter for the duration of the exercise.

Step 2: Problems. We share our problems and together we choose the most important ones.

Step 3: Gratitude. We share what we can be grateful for in our job.

Step 4: Solutions. Together, we search for solutions to our most important problems.

Always try to do the exercise respectfully and in a playful and light-hearted manner.

This exercise is also a great icebreaker to prepare a team to use **the Crisis Canvas for Teams** (Feel free to ask for all our information on this topic).

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How to

STEP 1

Mindset. Ask the participants to commit to:

- being kind to each other
- accepting and welcoming what will be said, what ever it is
- no mockery, no irony
- strictly respecting confidentiality even after the workshop about shared potential personal information
- Intention: supporting each other

After step 1, make subgroups of 4 to 8 people and have people sit in their sub-groups in a small circle

STEP 2

Problems. During 2 minutes (no more) each person, one after the other will share some words about the problems they are facing at work or even at home. The others just listen and welcome with careful attention, no comment, no question.

At the end, the sub-group chooses the 1 or 2 most shared or important problems they talked about. Here, seek to be as collegial as possible.

STEP 3

Gratitude. During 2 minutes (pay attention to time!) each person, one after the other, will share what they can be grateful for in their job, or maybe in their life, and to whom. The others just listen and welcome with careful attention, no comment, no question, however, they can smile! ;-)

After step 3, gather all the subgroups in groups of 8 to 16 people

STEP 4

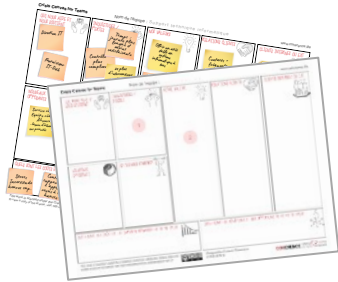
Solutions. Together, we will search for solutions to our most important problems.

1. Make a list of the chosen problems coming from each subgroups.
2. The group will decide together what are the 2 main problems they would like to find solutions for.
3. During 10 minutes maximum (per problem): moment of brainstorming with no filter. Crazy ideas welcome. Everyone can share all the possible ideas and solutions to the 1st problem
Someone writes down all the ideas.
4. The group rereads the ideas and chooses the 3 to 5 solutions that can be implemented immediately or fairly easily.
5. Repeat item 3 and 4 with the 2nd problem
6. Share the solutions with all the participants

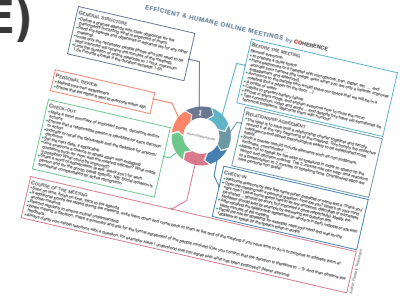


At the end, ask the participants how they feel and ask for a feedback on what they just experienced. If you don't have time you can ask them to just share a word as a conclusion. Do not forget to gather all the solutions and put in place an **ACTION PLAN** and keep people informed on the follow-up.

NEED MORE TOOLS? ASK FOR THESE ONES ...



- **CRISIS CANVAS FOR TEAMS (RESILIENCE)**
- **EFFICIENT AND HUMANE ONLINE MEETINGS**



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