



OFF THE WALLS

TYPE:

Communication Tool

GROUP SIZE:

Any

MATERIALS:

Large Newsprint or Paper, Pens

INTRODUCTION:

This exercise will help identify the comfort level of group members, reveal individual feelings and assess group climate. It will also help open communication lines.

DESCRIPTION:

At a staff meeting or retreat, post flip chart paper and instruct group members to write down their feelings about the group. You can prompt this sharing with specific questions such as: "How do you feel about communication at staff meetings," "What one word would you use to describe how we function as a team." or you can leave the paper blank and solicit general comments and feedback.

PROCESSING:

- What do the comments say about how we are functioning as a team?
- What can we do to continue to work on team synergy?
- How effective are we as a staff at sharing our feelings about the group?
- What would you change about the meeting?
- How did other group members (behavior) influence your participation?

VARIATIONS:

- Do this several times throughout the course of the group's development.
- Instruct group leadership to use this as a tool for plotting the course of the developmental plan for the group.

OUTCOMES:

- Builds communication
- Assesses group climate
- Helps group members to feel valued

REMEMBER:

- Introduce the exercise
- Explain it thoroughly
- Process it completely