

TEMPLATE - WORKSHOP

KNOW YOURSELF IN YOUR COMMUNITY

◎	AIMS & OBJECTIVES	<ul style="list-style-type: none"> • To know more of yourself in a group • To know your group; differences and skills • To know which areas to improve - where to give special attention • To bring awareness to differences in a community group and why it is necessary to have different skills/styles represented. And give value to them all.
✓	MATERIALS NEEDED+WHAT TO PREPARE?	<p>- Cut the 'color notes', many of them, but an equal number of each. You can copy 1-2 sheets of each. Mark them with a dot of its color, on the back.</p> <p>- Prepare a flip chart with the four colors and keywords and a short drama to show the differences (in extremes...)</p>
	TIME	60 minutes
	PARTICIPANTS	Around 12 people in one group. You can split a group in half and run it twice.

WHEN?	WHAT?	WHO?
5'	INTRODUCTION – framing of exercise	
20'	Participants reflect on the statements spread on a table - and are instructed to pick 10 in all	
10'	Presentation of the four colours/types/qualities through a role play/drama – stressing the differences between them	
10'	Discussion in groups about personal compositions	
15'	Debriefing of the exercise	

TARGET GROUP AND DESIRED SIZE OF GROUP

It could be organisations, community groups and all kind of groups, but especially

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suitable for groups, that are to run a project together. OR it can be applied as a stocktaking exercise in an organization, what are the qualities represented in our group. Can tell something about why things happen/do not happen.

The more participants, the more notes you have to make. Preferably split on two tables, if there are many participants.

DETAILED DESCRIPTION + INSTRUCTIONS

🗨️ What you will say, in keywords

What YOU will do

🗨️ What PARTICIPANTS will do

♥️ TIP: As a trainer you can think of...

5' INTRODUCTION - FRAMING OF THE WORKSHOP/ACTIVITY

🗨️ FRAMING: In this exercise we will explore our preferences/qualities as community members. What falls natural to us, what is dominating in us and what makes us special in the group. It is about our roles and it is about what we bring in, to a group. But also about recognizing others, for their qualities.

20'

🗨️ Describe the action: I have put different statements on the table. You now have to walk around and read the statements. They could all be important for community. You have to end up with 10 statements that 'speaks' to you, as how you see yourselves as community members. Play music as a background.

🗨️ The participants walk silently around the table, picking 10 notes in total. Stop them, if too much talking is going on. If they take statements very fast, ask them to continue and reflect whether they really took the right ones for them. Tell them, that they can replace statements they already took.

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15' INTRODUCTION OF THE FOUR COLOURS

☛ Remember, that this exercise is about different qualities we bring into a group.

Show a short drama, explaining the four different styles. Play them in extremes. Play against each other. Like: "The RED says it is important that we all feel good. The GREEN will continue and say: no, it is more important that we reach our set goals! The YELLOW says, ohh, we can always change if something new comes up. The BLUE says; no, we have to stick to the original vision and align to that."

RED: SOCIAL TYPE

Caring, checking if all are okay, being heard. Give massage. And cookies! Not so result-oriented, but ensuring a good process. A 'feel good' person.

GREEN: PRACTICAL TYPE

Sets the agenda, make sure documentation is done, measures impact according to set goals, like clear deadlines and clarity, good in practical solutions, ecological solutions, administration. Making plans, and achieving them. A planner and do'er.

BLUE: REFLECTIVE TYPE

Very purpose-oriented, WHY are we doing this? A philosopher, maybe academic. How is the power balance? Arrange evaluations, which are used in improving. Make sure the project is coherent with values and vision/missions. A thinker. Ambitious, wants to make a difference.

YELLOW: INSPIRATIONAL TYPE

Can see opportunities where others give up. Is sometimes a dreamer, do not fear challenge. Can be unrealistic, but innovative. Gets easily restless and impatient if others are not following or are too slow. Does not easily accept resistance.

Show the different styles – with a few keywords – on a flip chart.

You can give out a handout as well.

This shows the characters from the role play, but in a more explaining way.

☛ Tell that we do not represent ONE of these colors only, but that we all can have a dominant side/a natural tendency. By recognizing and acknowledging them we know where we can practice and become even more skilled in mastering all four styles/qualities – as they are all needed, in a group. Only when you know yourself and your own role and contribution, you can change.

And only then can you appreciate other people's different styles and contributions.

YELLOW needs some GREEN skills to actually realize the dreams, make them implementable. GREEN needs the YELLOW. BLUE and RED are needed, always.

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They are all interlinked. They are all needed. Some of them can be trained.
Give example: The red and the yellow are the most difficult to learn if they do not come easily to you. Blue is academic – it can be learnt. Green comes with practice.

♥TIP:

As a trainer you can think of these colours as a shared reference. When you know these colors; use them, when composing groups and when choosing trainer teams.

10' GROUP DISCUSSIONS

🗨 Ask the participants to turn around their statements. Check the color codes. Examine your colors, can you identify with them? Please share in your groups whether you are surprised etc. Maybe the others can see a certain color in you? If in more stable groups, ask the group to analyze the color competences in the group. Are they in lack of some of the colours? Discuss which colours can be good in what type of project or in which part of a project? In the beginning? At a later stage? Example: In the beginning all the four are important. Blue are visioning, green planning/doing, red making sure people are happy and yellow sparks energy and asks the naughty questions, that can inspire: Why don't we do this and that?

🗨 GROUP DISCUSSIONS

15' DEBRIEFING

🗨 How was it? How can we use it, in our groups?

OTHER REMARKS - FROM FACILITATOR TO FACILITATOR

Make sure that people get enough time to reflect when choosing the notes, That process is a result in itself, as it makes the person give attention to SELF.

Each person can refine his/her quality profile when knowing a tool like this – and many others, that are similar. Knowing where to seek assistance and what skills to train and/or be extra attentive to.