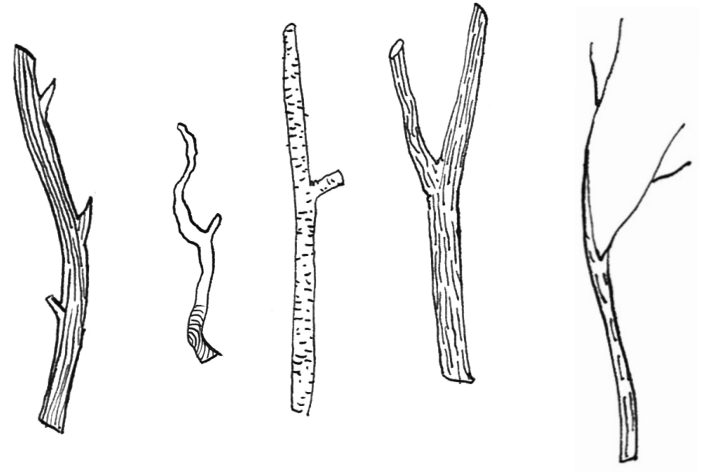
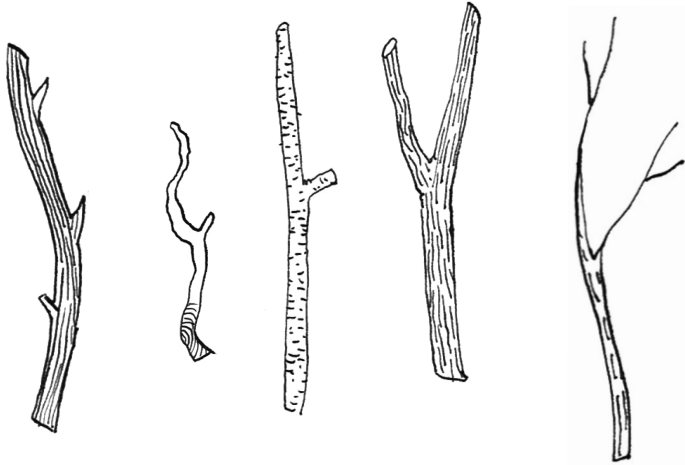


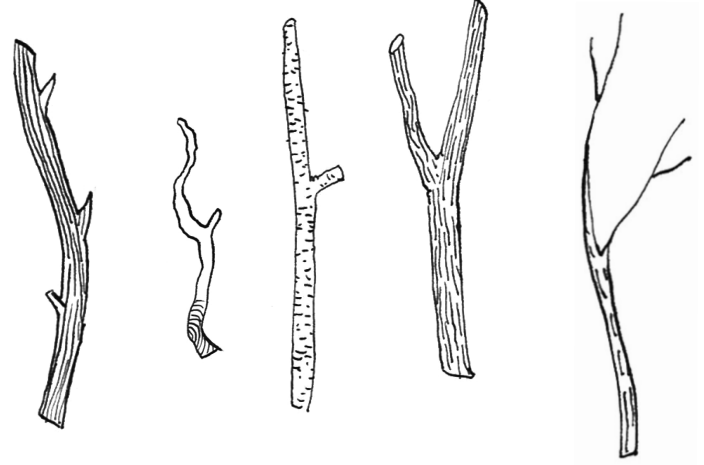
CHALLENGE CARD



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INDIVIDUAL LAYER

Think of a challenge connected to your personal background.

From your past what is becoming visible now that creating a challenge in the group? Is it something connected to the culture you were brought up in or past experiences?

How does it manifest now?

How does it influence others in the group?

Play from your character and use your imagination while describing your personal background.

EXAMPLE

Frank grew up in a very big family where everybody was busy with their own thing, not noticing what Frank was doing. Now, Frank is working a lot, but nobody seems to notice that. Frank acts depressed. Others are worried about Frank, but they don't know what is going on.

Now it's time to decide what could be the solution for this challenging situation. Take a decision-making card to see how to do it.

INDIVIDUAL LAYER

Think of a challenge connected to your personal intention and commitment.

What are your personal intentions at this time? Which part of your personal intention isn't well aligned with the group intention?

How does this misalignment manifest?

How do others see your commitment to the project?

Play from your character and use your imagination while describing your personal intention.

EXAMPLE

Usually Bob brings homemade pastry to your group meetings. He likes trying out his grandma's recipes honor the memory of her. Last time he followed a recipe for traditional salami rolls which his grandma baked when he was a child. Vegan and vegetarian members got disappointed.

Now it's time to decide what could be the solution for this challenging situation. Take a decision-making card to see how to do it.

INDIVIDUAL LAYER

Think of a challenge connected to your attitudes, abilities, or skills.

How are you able to use your skills? What are the skills that you can't express in this group (if any)?

How does it make you feel?

What are your attitudes toward new situations?

How do the community members see you?

Play from your character and use your imagination while describing your attitudes, abilities, or skills.

EXAMPLE

Jane is an amazing singer and her singing can cheer up the whole group. As it suddenly got unexpectedly cold, she started worrying about her voice. Some members of the group find that silly and are making fun of it, which she doesn't like.

Now it's time to decide what could be the solution for this challenging situation. Take a decision-making card to see how to do it.

INDIVIDUAL LAYER

Think of a challenge connected to your personal needs.

What are your personal needs?

How do you express them and to what extent are they fulfilled?

Which of your personal needs doesn't meet in this group?

How do others react to your personal needs?

Play from your character and use your imagination while describing your personal needs.

EXAMPLE

Colette has a need to celebrate every step of the journey! If she could, she would throw parties every night. She expresses that by being loud and energetic and telling jokes. Some people react by avoiding her at those moments which creates a weird atmosphere.

Now it's time to decide what could be the solution for this challenging situation. Take a decision-making card to see how to do it.

COMMUNITY LAYER

Think of a challenge connected to your group identity and community spirit.

How much do group members identify themselves with a group identity?

What are the differences in envisioning a community spirit by different group members?
About which community spirit activities are your group divided by?

Play from your character and use your imagination while describing your group identity and community spirit.

EXAMPLE

Jacob wants to join your group. He likes everything you're doing and looking at his background, he could be a great fit and help in realizing your intention. Also, he wants to help you reach your goal through cooperation with one suspicious multinational company.

Now it's time to decide what could be the solution for this challenging situation. Take a decision-making card to see how to do it.

COMMUNITY LAYER

Think of a challenge connected to communication culture and/or conflict in your group.

What is the communication culture in your group like? How do you solve conflicts between group members?

What do you do when someone is shouting, screaming, or acting abusively?
What has just happened that caught you off guard?

Play from your character and use your imagination while describing communication culture and dealing with conflicts in your group.

EXAMPLE

Mary is usually a very calm and introverted person, but when she has a few drinks, it all changes. Like at a party last week. Today she saw Julia has posted photos from a party on social media. Mary got really upset and started yelling at her for doing that.

Now it's time to decide on what could be the solution for this challenging situation. Take a decision-making card to see how to do it.

COMMUNITY LAYER

Think of a challenge connected to rituals and celebrations in your group.

On which occasions do you celebrate as a group?
What are the differences between your group members when it comes to rituals or celebrations?
How do people react to other group member's ideas for rituals and celebrations?

Play from your character and use your imagination while describing rituals and celebrations in your group.

EXAMPLE

Teo wants to organize a ceremony using medicinal plants that are in ancient tribes considered sacred and part of the healing culture. Some of those plants are considered illegal and some group members don't like that.

Now it's time to decide what could be the solution for this challenging situation. Take a decision-making card to see how to do it.

COMMUNITY LAYER

Think of a challenge connected to relationships in your group, love, care, and sexuality.

How does your group react when a couple of group members splits?
What are the occasional love tensions between your group members?
How do different group members react to those tensions?

Play from your character and use your imagination while describing topics of love, care, and sexuality in your group.

EXAMPLE

Jenny and Mark have split up a couple of weeks ago after a long relationship. Jenny fell in love again and the situation is challenging for Jenny's new partner.

Now it's time to decide what could be the solution for this challenging situation. Take a decision-making card to see how to do it.

INTENTION LAYER

Think of a challenge connected to your position in society.

***How are you recognized for your project?
How would others describe your group?
What are the things others think about you that aren't true?
How do you deal with misleading information about you?***

Play from your character and use your imagination while describing your group's position in society.

EXAMPLE

Noah recently talked to his childhood friend and shared he is part of your group. His friend then started acting weird telling him to get out of your group because it is a dangerous sect. Noah got very upset about it and spread the anxiety on the whole group.

Now it's time to decide what could be the solution for this challenging situation. Take a decision-making card to see how to do it.

INTENTION LAYER

Think of a challenge connected to your vision, mission, or goals.

***How often do you revise your vision?
What are the different opinions on your strategic goals/plan?
How does the group handle different approaches to setting up goals?***

Play from your character and use your imagination while describing communication culture and dealing with conflicts.

EXAMPLE

Part of the group, especially younger members, wants to revise the vision, while the older members are really against any change.

Now it's time to decide what could be the solution for this challenging situation. Take a decision-making card to see how to do it.

INTENTION LAYER

Think of a challenge connected to your adaptation and resilience.

***When something unexpected comes up, who takes the lead, and how?
How flexible are your agreements?
About which agreements, the group members have different opinions?***

Play from your character and use your imagination while describing your group adaptation and resilience.

EXAMPLE

Bert wants to introduce a fast internet wifi connection in your meeting space. Some people are against it due to health issues.

Now it's time to decide what could be the solution for this challenging situation. Take a decision-making card to see how to do it.

INTENTION LAYER

Think of a challenge connected to your external relations and networks.

***What are your relationships with neighbors and broader society like?
What other project/initiative is in your area that you have problems with?
How do you respond to disagreements you have with some member of broader society?***

Play from your character and use your imagination while describing your group's external relations and networks.

EXAMPLE

Fiona wants the group to organize a festival and invite some local politicians to give a speech. Some of those politicians were associated with some projects in the past that are not in line with the group's intention. Older group members got really angry with Fiona's idea.

Now it's time to decide what could be the solution for this challenging situation. Take a decision-making card to see how to do it.

STRUCTURE LAYER

Think of a challenge connected to your access to information.

How do you keep track of all changes, decisions, and agreements?

What happens if someone doesn't get the needed information?

How did group members react to the situation?

Play from your character and use your imagination while describing access to information in your group.

EXAMPLE

Suyal is refusing to put the minutes from the past meeting online. He is worried about privacy as there were some personal things discussed at that meeting. Tim, on the other hand, sees that as a violation of transparency.

Now it's time to decide what could be the solution for this challenging situation. Take a decision-making card to see how to do it.

STRUCTURE LAYER

Think of a challenge connected to your economic organization.

How do you organize yourself when some unexpected expenses come?

How do you as individuals give money or working time to the project?

What is the difference between some members?

Play from your character and use your imagination while describing your group's economic organization.

EXAMPLE

Luli has put more money in the project at it's beginning than others. She feels like it would be fair that now she can contribute less than others to balance that out. Peter feels like Luli is betraying the project and doesn't agree with her.

Now it's time to decide what could be the solution for this challenging situation. Take a decision-making card to see how to do it.

STRUCTURE LAYER

Think of a challenge connected to rank and leadership in your group.

What are the rank and leadership positions of your members in the group?

What are the differences in meetings when some important members are present or missing?

What happened when a certain role of leadership had to be transferred from one group member to another?

Play from your character and use your imagination while describing rank and leadership in your group.

EXAMPLE

Fred was late 20 minutes for the meeting today and the meeting somehow just didn't start before he had arrived. Branko got upset about it because last time when he was only 10 minutes late, they did not wait for him with the start of the meeting.

Now it's time to decide what could be the solution for this challenging situation. Take a decision-making card to see how to do it.

STRUCTURE LAYER

Think of a challenge connected to feedback in your group.

What is your practice when it comes to feedback sessions?

How do you ensure to have good communication and understanding during feedback sessions?

What happens when the feedback hurts someone's feelings?

Play from your character and use your imagination while describing rank and leadership in your group.

EXAMPLE

Tillie has a bad habit of interrupting people when they talk. She is aware of it and tries not to do it. However, it happened again at the last meeting and when Tom told her about it, she got offended and she left the meeting.

Now it's time to decide what could be the solution for this challenging situation. Take a decision-making card to see how to do it.