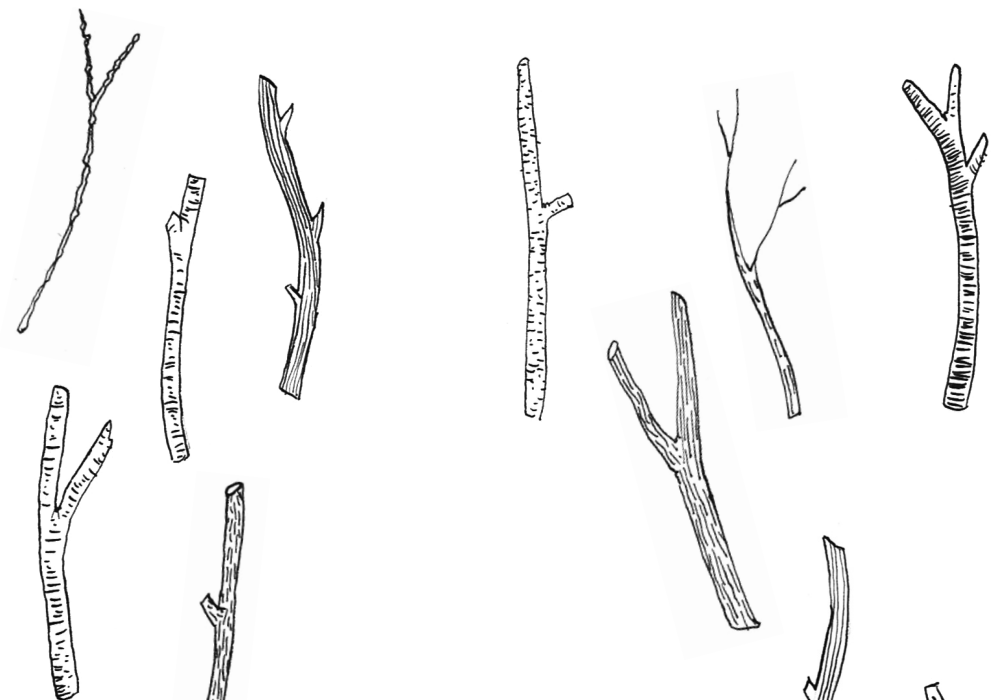
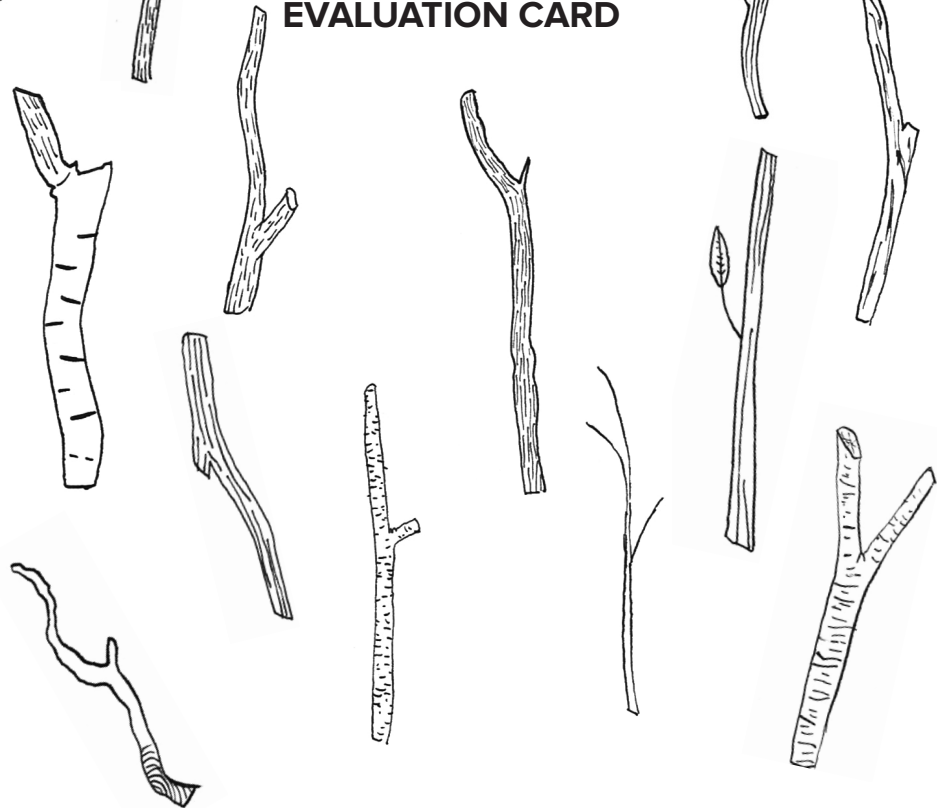
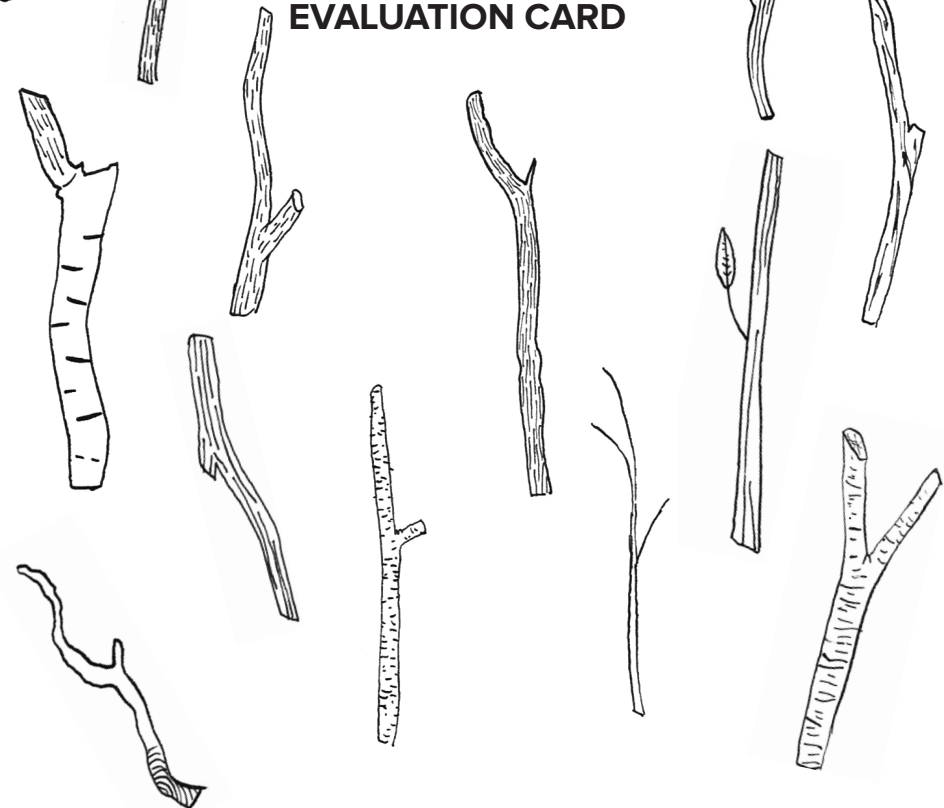


EVALUATION CARD



EVALUATION CARD



## THE TRIANGLE

*(process, goal, relationship)*

### EXPECTED OUTCOME

The group gives feedback to the three key elements of a group process: the process itself (how?), the result (what?), and the relationships (who?). Participants can move around and use body intelligence, intuition, and the power of the field.

### ABSTRACT

Imagine a triangle. One peak is representing “result/goal” (were the results high-quality? Did it get done on time? Was the group/ those involved satisfied?), another peak represents “process” (How did we get results? Was the process inclusive, transparent and appropriate to the tasks or the content?), the third peak is representing “relationships” (Did the group members feel supported? Did people feel valued? Do I trust others and feel safe?). Players position themselves inside of a triangle related to the output of the activity, explaining to the group why they stand in this position.

### CONTENT

The tool aims to provide, through an image, a systemic evaluation of the group process and the activity. A good group process must take into account the three elements (process, goal, relations), in this case the participants will position themselves in the center of the triangle.

### DURATION (min/max)

20-40 Minutes

### MATERIALS/REQUIREMENTS

Sticking tape to set the triangle on the floor, 3 sheets of paper to be positioned at the three triangle peaks (process, goal, relationships)

### ORIGIN OF THE TOOL

Systemic tools

## SOCIOMETRY

### EXPECTED OUTCOME

The tool provides, through an image, a quick evaluation of the group activity, allowing participants to move around and use body intelligence.

### ABSTRACT

Imagine a line on the floor where one side is representing 0 points and another represents 10 points. Players position themselves on the line from 1 to 10 to address how good was the activity. The same dynamic can be made in a circle, where the center is 10 and the perimetry is 0.

### CONTENT

This activity is open to many assessment questions proposed by each player. It is interesting to ask people “why are you in the 5 and not in the 7? What could allow you to occupy a higher position”, or “why are you in the 8 and not in the 7? What did you like?”.

### DURATION (min/max)

20-40 Minutes

### MATERIALS/REQUIREMENTS

Sticking tape to set the scale gradients from 0 to 10

### ORIGIN OF THE TOOL

Systemic tools

## SOCIOMETRY IN CIRCLE

### EXPECTED OUTCOME

A group evaluation, funny, short and with movement.

### ABSTRACT

This is a sociometry tool that provides a quick and funny evaluation of the group activity, where participants can freely express themselves, sharing what they feel was important for them. It is good to use to empower people to speak and when the precedent activity was quite sedentary.

### CONTENT

Participants say a sentence in the middle of the circle (i.e. "In the game I have enjoyed the challenges cards), who agrees with that sentence is invited to join the center, otherwise people stay in the circle. Participants can also choose a middle position, if they don't agree completely.

**DURATION** 20 Minutes

### MATERIALS/REQUIREMENTS

Enough space to make a big circle.

## TRAFFIC LIGHT

*(green: has been good, red: better if, yellow: proposals)*

### EXPECTED OUTCOME

The group gives feedback to the activity highlighting what has been good, what could be improved, and offering improvement proposals as a gift. It is possible to go deeper and in detail on the various aspects of the activity evaluation.

### ABSTRACT

Say at least one sentence for each color.

Green: has been good

Red: better if

Yellow: proposal for improvement

### CONTENT

The tool aims to provide a detailed evaluation of the group process and the activity. It is functional to have one or two people as writes on a large sheet of paper while the other participants give their feedback.

**DURATION** 30 Minutes

### MATERIALS/REQUIREMENTS

Paper, colors

## FROM NOW TO TOMORROW

### EXPECTED OUTCOME

Self-reflection and self-evaluation for personal growth.

### ABSTRACT

This tool allows participants to self reflect on what they have learned during the activity and how the new awareness can support personal growth. It also works as a personal strategic plan for future steps.

### CONTENT

Instructions step-by-step:

a. Draw a person (representing yourself) in the center of a target. In 10 minutes the target will be completed by the answers to the following questions:

- *Where am I now?*
- *Who and what influences my life (people, circumstances, etc.)?*
- *What is important to me right now?*
- *What is my role under these circumstances?*
- *What can I do, influence, shape, affect?*

b. Draw on a sheet of paper, some symbols that describe your strengths and competencies which you have gained (10 minutes).

- *What are my strengths and competencies?*
- *What have I become more aware of?*

c. Draw a house on a sheet of paper. It works as a symbol for the personality. There are clouds around the house. They contain the ideas that will be the focus in the time to come. There is also a road. This is the path to implement ideas in the future.

- *Where do I want to go in the next 12 months with my qualifications and competencies?*
- *What do I need to reach these goals?*

**DURATION** (min/max) 20-40 Minutes

### MATERIALS/REQUIREMENTS

Paper and colors

## THE CIRCLE WAY

### EXPECTED OUTCOME

Deep sharing about what participants have experienced. Participants will understand the power of listening.

To explore the benefits of the process of listening and speaking from the heart, in a held and safe space.

To create connections within a group of people through the sharing of personal experiences, to build empathy and deep relationships.

### ABSTRACT

'The Way of Council' derives from the traditional wisdom of native elders. It is an ancient practice of group sharing. It is a powerful method of connecting a group, getting to know each other, and listening truly

It is versatile in forms and fields, that promote visioning, conscious communication, mentoring and reflection, collective wisdom, decision making, honoring achievement and much more.

### CONTENT

The participants are invited to sit together in a circle so that everybody can see and be seen by the rest of the group. The facilitator proceeds to the introduction of the practice. which foresees first the presentation of the intentions of Council which are:

**1. Listening from the Heart** means really listening, not judging what is being said, looking to the future, or using the mind to analyze and assess.

**2. Speaking from the Heart** is speaking what is true for someone at that moment. It is to really see what is alive in the heart, being present, and then offering it to the group as personal truth.

**3. The leanness of Expression** is being brief, clear, and to the point. The intention is to get to the essence of what wishes to be expressed and shared.

**4. Spontaneity** reinforces the idea of not planning what one is going to say. It creates freedom not to fall into old patterns of thinking and speaking and allows for intuitive changes in what is being shared.

**5. Confidentiality:** while not one of the four intentions held during the Council, confidentiality is agreed upon. This creates a deeper sense of trust and respect for what has been told in the Circle.

Then the facilitator presents the talking piece(s), its function, and the way of its use; He has also to clarify the setting of the session in terms of the timing of each intervention and He will introduce the prompt of the sharing and open the space to the participants.

The beginning of the process is somehow marked by an opening ceremony, which has the function of inviting the participants to be as present as possible within the Council's intentions. Starting from that moment, only those who will be holding the talking piece will be allowed to speak, while the others will be invited to direct on that person all their focus.

The participants are invited to speak in the first person, focusing as much as possible on their point of view, their own feelings, sensations, and experiences. The simplest and most popular form used for the sharing is the circle one (when the talking piece is passed from person to person clockwise until a full round has been made within the circle), but the practice foresees several different ways of implementations which are usually chosen according to the needs of the single session. It's important to highlight that the Council was born to support a free form of expression, so the aim is to create within the group an atmosphere which is free of any kind of judgment, where the participants can feel free to express themselves in the most spontaneous way possible (which includes the possibility to remain in silence, to sing or dance, to chose not to share anything, etc.). Once that the time frame has reached its limit, the facilitator will guide the group to the end of the sharing.

### DURATION

Depends on the number of participants (at least 2 minutes each)

### MATERIALS/REQUIREMENTS

A talking stick, stone or another object which is easy to hold.

Comfortable sitting positions: cushions, mats or chairs to be used to make the circle.

if desired: flowers, a candle or something to beautify the space

### WEBSITE for additional information

<http://www.circleway.org/>

## THE LEARNING BALL OF WOOL

### EXPECTED OUTCOME

Emotional and meaningful sharing from participants about the learning outcomes.

### ABSTRACT

Participants will create a big net together, throwing a ball of wool to another participant, before of that each one has to say something that is taking with her/him back home from the group process.

### CONTENT

One person holds the wool ball and describes what did she/he learn, the best learning outcome from the activity. After that she/he has to throw the wool ball to somebody else, who has to take it and share her/his learning outcome. The dynamic will finish when everybody could share their own learning outcomes and the facilitator invites people to reflect on the meaning of creating a big net of learning experiences.

**DURATION** 30 Minutes

### MATERIALS/REQUIREMENTS

Paper and colors.

### ORIGIN OF THE TOOL

Systemic tools

## THE EVALUATION CAKE

### EXPECTED OUTCOME

An evaluation for thematic areas, short but not very deep regarding the information provided.

### ABSTRACT

It is a short and graphic way to evaluate an activity or a group process, taking into account many different aspects. In the end you are going to have a picture of the general evaluation.

### CONTENT

Create a cake divided into circular rings and segments like in darts. Chose the numbers of segments depending on the number of areas you want to evaluate (for example instruction clarity, fun, facilitation, content, etc.). In each segment, express an evaluation on a post-it and place it on a scale from 0 to 5, the best evaluation is in the middle and the lowest in the outside ring. It is also possible to add comments on the post-it.

**DURATION** 15 Minutes

### MATERIALS/REQUIREMENTS

Paper and colors.

### ORIGIN OF THE TOOL

Systemic tools

## APPRECIATION SHEETS

### EXPECTED OUTCOME

Every person gets appreciative feedback about what other group members experienced with him/her.

### ABSTRACT

Every person gets a sheet of paper glued on their back. Then the whole group is invited to think about what they appreciate about the other members of the group. If they have an idea of what they appreciate, they write it on the sheet which is on this person's back.

### CONTENT

Some remarks about the effects of this exercise:

- *People get positive feedback about their being in the group, this is always empowering.*
- *Group Cohesion increases.*
- *The focus on appreciation can be one element in building a more appreciative culture.*
- *Writing on other people's back is an easy way to have some body-contact, which is usually okay for almost everyone. So it can be introduced as the first step towards a culture that allows more touching than our normal western culture.*

**DURATION** 30 Minutes

**MATERIALS/REQUIREMENTS** Sheets of paper, sticking tape