



BRACED ANNUAL LEARNING EVENT, MARCH 8 - 11 2016, DAKAR, SENEGAL

This exercise is one in a series of Applied Improv exercises used during the workshop. If you would like to use them in practice, ensure you use these exercises in a suitable context, facilitated in a way that provides a safe space for all participants and maximises learning.

Sparkling conversations

Purpose: Foster a positive mindset by helping each other name and acknowledge what we like and what we're good at

Time frame: 10-20 minutes

Group size: Between 4 and 100+

Required logistics: Enough empty floor space to move around. Could be done around tables.

Required materials: None

Flow

Step 1: Ask participants to find a partner to work with. Maybe a person they don't know quite well yet. Ask them to decide who is A and who is B.

Step 2: A asks B to describe a "personal sparkling conversation" during the last few weeks at work. A time when B felt at her/his best, doing herself/himself justice.

Step 3: (can be done immediately after step 2 without interruption) A asks B how come? What was it that made it sparkle for B? A will need to listen carefully to what B says. A will need that shortly.

Facilitator note: It may be useful to demonstrate steps 2 and 3. Make sure A gets as much detail as possible: observable, concrete, positive

Step 4: A reflects on what their partner just said, their excellent qualities, skills and resources as a person. This type of conversation will then happen:

A: "I'm guessing you called upon your quality/skill/resource... to do this"

B: "Yes, I can see how you think that. I also used my quality/skill/resource..."

A: "That makes sense. I bet you also needed your quality/skill/resource..."

Facilitator note: this also should be demonstrated with a partner