

Exercise: Least Agreement / Most Agreement

Dimension / TPI: Values Diversity

Supplies:

Blue tape to create two sides of the graph
Small sticky notes (3"x3" or 7.5mm x 7.5mm)
Flip chart pen

Time:

15-25 minutes

Set-up:

This exercise provides a way to embody the results of the two graphics from the report. Create a graph on the meeting room floor with blue tape. (If the blue tape from the Quad exercise or Positivity exercise is still on the floor you may be able to reuse that tape.)

For the vertical axis, write numbers 1 – 9 on sticky notes and position them about equidistant from each other. These are the scores team members selected.

On the horizontal axis, put a number for each team member starting with 2 (the vertical and horizontal axes share number 1). If there are 8 team members there will be a spot for each one.

You can start with the Least Agreement graphic or start with Most Agreement. The choice is yours.

Context:

"So far we have looked only at average team scores. We know that an average score might be the result of all team members scoring the same or about the same. Or an average score might be the result of widely different scores creating an average." (This topic might have already been raised by a team member. In that case, you can refer back to that discussion.)

“This exercise will give you an opportunity to see and experience both cases: where there is great diversity of opinion and where there is close alignment.”

Instructions:

Ask team members to pick a place and line up along the horizontal row. Let the team know you do not know which team member is which.

Use the report graphic and the color-coded lines to have team members stand where the score is for the team member place they chose.

Whoever is standing on Number 1 will go to the score that team member chose when taking the assessment. Number 2 will go to the score that team member chose, etc.

It is very natural for a team member to speak up at this point—“I know I didn’t choose this number I chose ____ (some other number)”. We maintain anonymity by not revealing team member names and scores because we/coaches don’t know. If a team member self-discloses, that’s perfectly okay and will lead to a conversation about why that team member chose a different score.

This is a Values Diversity exercise. We are uncovering the different perspectives and priorities of the team. No one has the “right” position; the reality on this team is that, when it comes to this item, there are differences of opinion. We are not trying to resolve the differences and come to a consensus. We are learning about how team members see the topic.

You can use all 5 of the Least Agreement items or choose fewer depending on the team’s energy and the quality of the conversation. That’s also true for the Most Agreement graphic: using one or two might be sufficient to make the point: “on this team, there are ways we clearly agree.”

Debrief:

For the assessment results, the program chooses the 5 on which the team has the most diverse opinion and 5 on which the team is closest in agreement. The other 70 are somewhere in between.

You can do a brief debrief after each item, or do the deeper debrief after the last item the team experiences.

The focus of the debrief is on the experience of diversity in the Least Agreement reveal. "What is the team's experience? What is the energy that is created on this team? How is that supportive? Or not supportive? What are you learning about each other and what this team values?"

For Most Agreement, "What is the energy like here? How is it different? What does this alignment give you?"

This is the first time that individuals are revealed. If a team member at the first item says, "This is not the number I chose. I chose (some other number)", the team will be able to see where that team member scored the other four items in the graphic. The order of team members is shuffled for Most Agreement so they will be in different positions.

The key is to honor each voice for its contribution to the whole. Even for the outlier or the one with the unpopular opinion. What is the contribution?