

Exercise: Positivity Wheel**Dimension / TPI:** Positivity**Supplies:**

- Blue tape to create a wheel with 8 “spokes”
 - If the Quad Matrix is still on the floor you only need to add the diagonals
- Floor labels
 - 7 Positivity factors
 - 1 Blank card

Time:

30 minutes

Set-up:

Make a wheel of 8. Add the floor labels. Make sure there is good contrast in the energy as participants move from one to the next.

Context:

This exercise gives the team an opportunity to explore the value of each of the Positivity Team Performance Indicators and to take on some personal responsibility to make sure a quality they have chosen is present on the team.

Instructions:

Create context. The Positivity factors create an intentional attitude and awareness. Each one is distinctive. Standing in the different factors will create a different experience — as if each one were a different color, or fragrance, or a different spice. Imagine you are new to color or spice and be exquisitely aware of what you notice as you sample each one.

The team walks the wheel silently and samples each Positivity factor.

When everyone has had a chance to visit each factor, invite team members to step into one to explore further. "Which one are you drawn to, like a magnet pulling you?" It's okay to have more than one team member in the wedge; it's also okay to have empty wedges.

When everyone has settled, tell the team they will have some time to talk to others about why this one you've chosen is important. If there are 4 or more in a wedge, have them in 2's or 3's. Where team members are solo they can talk with another solo person or someone from a wedge with multiple members. The question to discuss is this: "What's important about this?"

Ask for a brief report. "From your discussion, what came up? What's important about this?" Where there are more than 2 members one report might be sufficient then ask if anyone else in that wedge has something they want to add. We don't need to hear from everyone.

After each report, as coach, say "thank you."

Optional: before the second round you could have a floor label with the words, "This team at its best" and place that in the center of the wheel.

Tell the team they will have an opportunity to walk the wheel one more time. This time choose the one you will be an advocate for on this team. You will be vigilant to make sure it is present, speak up when it is not, and be a spokesperson for it. You might end up in the same spot again or you might end up in a new spot. If it's not one of the seven, if it's something else, you can stand in the wedge with the blank floor label.

When everyone has found a resting place, tell the team, "This is how we will complete the exercise. Each of you will make a declaration to the team, completing the sentence, 'You can count on me to...' and let us know what we can count on you for. Just the one sentence. We don't need to know the background, just the declaration you are making to the team. Please use the whole sentence: You can count on me to..."

After the first declaration, the coach says, "Thank you" and invites the whole team to say "thank you".

Debrief:

When everyone has made a declaration, the coach says, "This exercise is now complete. What is different on this team as a result of doing this exercise?"

What was it like being a witness?

Optional: Have people create action steps. What is one action step you can take in the next week to support your commitment?

Optional: Write down the names of the team members and the Positivity factor they chose and give that list to the team for on-going reference. Invite the team to check in on that list from time to time.

Note:

The wheel can also be used for other, similar purposes. You could also put out team values, or team agreements. The exercise gives every team member a voice and holds the whole team responsible for what was chosen. The team builds advocacy.