



Celebrate! Change Your Lens, Change Your Life with Dewitt Jones

Group Activities

These activities are intended to reinforce learning and are recommended for group training sessions.

The exercises are a fun way to work together as a group and help participants apply what they have learned to their own experiences.



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Celebrate What's Right

15 – 30 Minutes

This exercise will highlight the many events that do go well on a daily basis.

- » Before this exercise, review the concept **Celebrate What's Right**.
- » Break the group into teams of 4 – 6 participants.
- » Ask one person in each group to record responses.

Directions

Each group is to create a list of everything that went right at work in the past week. The list should include individual accomplishments, what others have done right, ways people helped you, and ways you helped others. Each group should identify at least 25 items.

After about ten minutes, bring the groups together to share discoveries. Explore what people learned from this exercise and ask them how identifying positive events made them feel.

Finally, ask each person to write down three practices they will adopt to help focus on the positive.



Celebrate Check-In

5 – 10 Minute Daily or Weekly Exercise

This is a simple way to begin each day or week on an inspirational note. It will also remind people that we are all working together toward a common goal.

Recommendations:

- » Encourage every team/department to meet either first thing every morning or every week.
- » Sit or stand in a circle for optimal conversation and communication.
- » Ask each person to share one positive thing that happened the day/week before; it can be a personal accomplishment, something they did for another, or something someone did for them.
- » Thank everyone for their contribution and highlight one of the items noted.



Don't Prove, Improve

15 Minutes

Everyday, we have the potential to improve. But, it's often difficult to realize because change happens incrementally. This exercise will help participants identify how improvement takes place, and how to set goals to encourage improvement.

Recommendations:

- » Before this exercise, review the concept **Don't Prove, Improve**.
- » Ask participants to write down something they love to do; it can be a sport, hobby, activity, etc.
- » Ask them to reflect on the first time they did that activity. How did they do? Why was it difficult? How did they get better?
- » Now, as a group, make a list of why improving is difficult.
- » Next explore the methods participants used to improve; write these down as well.
- » Explore how these discoveries apply to improving at work.
- » Create an action plan on ways to encourage improvement at work; include at least five things that will encourage improvement



Cooperation vs. Competition

15 – 30 Minutes

Dewitt reminds us that life is a lot more about cooperation than competition. This is equally true at work. Focusing on improving and sharing your knowledge helps everyone accomplish their goals.

Recommendations:

- » Before this exercise, review the concept **Don't Prove, Improve**; be sure to emphasize the cooperation vs. competition idea.
- » Keep the group together if possible; if necessary break into groups of about five people.
- » Place a waste paper basket at least 15 feet away.
- » Provide several crumpled pieces of paper.
- » Each person must put one piece of paper in the basket; the only rule is that the person shooting cannot move closer and the basket cannot move closer.
- » Tell them they have five minutes to accomplish this task.
- » After five minutes, discuss what they learned: How did they figure out a strategy? How does this apply to their work?
- » Write down the discoveries.
- » From these discoveries have the group identify three practices each person can do to stay focused on cooperation.

Ideally, participants will realize that by working together, they can accomplish their goals. One way to do this is by simply having one person stand behind the line and “pass” the piece of paper to a team member and place it in a basket. By cooperating and working together they can accomplish a difficult task. If the groups are struggling, be sure to offer hints regarding cooperation.



Believe in Possibilities

15 – 30 Minutes

In this lesson, Dewitt teaches us that if we believe that there are many right answers, we will learn to believe in possibilities. In this exercise, participants will explore how a “right answer” might not be the only right answer.

Recommendations:

- » Before this exercise, review the concept **Change Your Lens, Change Your Life**.
- » Have everyone work together; if it is a large group, break into teams of 4 – 6 participants.
- » Have one person in each group record responses.
- » Hand out a pencil to each group. Ask the group what it is (probable answer: *a pencil*). Record the answer.
- » Ask them what it’s used for (probable answer: to write with). Have them record the answer.
- » Now ask each group to come up with at least 20 other “uses.” Challenge them to get outside the box of “a pencil is used for writing” and have fun with ideas. Give them five minutes.
- » When finished have the groups share their more interesting uses. Enjoy the silliness and be sure to acknowledge their ideas by writing them down.
- » Ask the group how this applies to what we do everyday. Be sure to write down their responses.
- » Ask each person to identify one action or practice they will adopt based on this exercise. Have them share it if you wish.



Be the Best in the World

15 – 30 Minutes

This exercise will help participants identify the behaviors and characteristics of someone willing to soar, and, help them set personal goals.

Recommendations:

- » Before this exercise, review the concept **Learn to Soar**.
- » Have everyone work together. If it is a large group, break into teams of 4 – 6 participants.
- » Have one person in each group record responses.
- » Ask each group to list as many characteristics of someone who is willing to soar as they can think of in five minutes. These can include personal traits, personality, and moral character. The list should be no less than 20 characteristics.
- » Have everyone come together and create one large list.
- » Have each participant identify the five characteristics they most closely identify with.
- » From that list of five, have each person write down at least three ways they can use their characteristics to “soar.”
- » Have each person share their discoveries.
- » Write down the discoveries.
- » From these discoveries have the group identify three practices each person can do to stay focused on cooperation.



Dare to Dance

30 – 60 Minutes

"Do I have the courage to dance our dance, live our vision?"

Don't try to fix what's wrong, instead look for ways to make it better. Keep your attention on what is right."

Too often it is easier to ignore big problems than address them. They can seem too complex, too difficult to fix, too overwhelming. In Dare to Dance, Auntie Kuelia teaches us that the best way to look at a problem is not trying to fix it, but instead, trying to make it better. What can I do to improve the situation?

This exercise will help participants understand that even though we cannot solve every problem, there are always elements within our control to try to improve a challenging situation.

Recommendations:

- » Before this exercise, review the concept **Dare to Dance**.
- » Divide into teams of 4 – 6 people.
- » Ask each group to assign one person to take notes.
- » On a sheet of paper have them write two headings: "Can Control" and "No Control."
- » Tell the group that their neighbor's house has just burned down. Ask them to think about ways they can help their neighbor. What can they do to improve the situation?
- » Have the group brainstorm for ten minutes about what they can control (example: let them stay at your house) and things they cannot control (example: go back in time to prevent the fire). Ask them to list no less than 25 items for each category.
- » After 15 minutes ask the group to focus on the list of things they can control.
- » Have them select the top five items that would be easiest to do. Number them in reverse (5 being easiest, 1 being least).
- » Now look at the same list and select the top five that would have the greatest benefit. Again, number them in reverse order (5 being easiest, 1 being least).
- » Add up the scores. Those with the highest score are the most impactful things you can control.
- » Have the group talk about this exercise and how this can apply to what they do at work.

To apply this learning:

If you have time, take a real work example and apply the model above. Create an action plan from what is identified.



Be Like a Sunset

30 Minutes

A sunset is a great metaphor for life. A sunset doesn't wait for others to notice, it simply puts out its best, everyday. What stops us from doing this? Is it our fears? Is it our insecurities?

This exercise reminds us that each of us is amazing. We all have the ability to offer our very best and contribute in positive ways.

Recommendations:

- » Before this exercise, review the concept **Be Like a Sunset**.
- » Have each participant take out a sheet of paper.
- » Have them answer the following questions
 - » I am at my best when I...
 - » I am most empowered when I...
 - » I am easy to work with when I...
 - » I am most helpful when I...
- » Now have them answer the following questions:
 - » What holds me back from doing my best?
 - » What am I afraid of?
 - » What stops me from helping others?
- » Go back to the list above and highlight any items you have the power to control. Cross out those items that are not in your control.
- » Using the information you identified from the highlighted list above, write down three things you will do in the future, and three things that allow you to be like a sunset.
- » Have each person share with the group.

Application Idea: Be Like a Sunset Award

Doing your best everyday, without regard for whether it's noticed or not, is a great goal for each of us. This does not mean we shouldn't honor others. A sunset award is a simple way to acknowledge others and encourage positive behaviors.

The award can be weekly, monthly, or quarterly, and will go to an individual, or individuals, who demonstrated the willingness to be their best.

Ask team members to nominate others by explaining what, specifically, they are being honored for. Be sure to share the story when the award is announced.

Suggestion: Have the "award" be something the whole team can enjoy, like cupcakes or lunch.



Think Blend, Not Balance

30 Minutes

Today, life and work are often intertwined. With the internet, mobile phones, and laptops, trying to keep life and work separate or compartmentalized is nearly impossible.

This exercise teaches that if you look at your life in terms of an “and” philosophy, you will be able to lessen your stress and discover creative ways to blend important aspects of your life.

Recommendations:

- » Before this exercise, review the concept **Think Blend, Not Balance**.
- » Have everyone work together. If it is a large group, break into teams of 4 – 6 participants.
- » Provide each group with two different colors of paper. Have them tear the sheets into smaller pieces.
- » Have each group write **AND** on one piece, **OR** on another. Set those aside.
- » On one color, have people write down things they like to do. This can include work, home, and play items (golf, family time, riding bike, etc.). Ask them to identify at least ten things they like to do.
- » On the other color, have people write things they have to do. This can include work, home, and play items (going to work, deadlines, weeding the garden, etc.). Ask them to identify at least ten things they have to do.
- » Now have the group draw one piece from each color.
- » First, place the paper marked **OR** between each sheet (*Have dinner at home **OR** finish a project*).
- » Have the group talk about how that **OR** makes them feel. Does it encourage creative solutions or hinder? Does it limit their choices or open them up to possibilities?
- » Now replace the **OR** with **AND**.
- » Have the group talk about how the **AND** makes them feel. Does it encourage creative solutions or hinder? Does it limit their choices or open them up to possibilities?
- » Thinking about the **AND** statement, have the group brainstorm on possible ways to accomplish both. Ask the group to identify at least five possible solutions.
- » Repeat this process as much as you feel is needed.
- » When finished, explore with the group what was learned. Why does it make sense to adopt a blended (and) mentality?
- » Have everyone commit to at least one way they will incorporate more blend (and) into their lives.

