Four Corners Activity: Facilitator Instructions

Team Member Orientations to Work

**This activity works well with groups from 12 to more than 60 members. For large groups, allow extra time for movement and discussion.**

**Activity Instructions:**

1. Describe the four orientations on page 2.
2. Place signs with each orientation in each corner of the room and ask group members to move to the orientation that feels most natural for them. If someone says that all are comfortable, ask them to select one that they may use most often.
3. Have them talk for 10 minutes with others of similar orientation about some or all of the questions below.
4. What do people with this preferred orientation focus on? What might it look like?
5. What value does this orientation offer the group/team?
6. What happens when this need is not being met for you?
7. What kind of support do you need from others?
8. Stop the four conversations and have each group speak to the other three groups about their orientation, their description of it and the value it offers the group. Encourage questions from the other groups.
9. Ask the group as a whole:
   1. Why is it helpful to know this information about this group?
   2. How can we as a group/team keep the balance of all four orientations in mind as we work together? What would it look like in action?
10. If time allows, ask the four groups to solve a real problem, pre-identified by facilitator and manager. (If not, move question and response to Session 3.)

***PEOPLE***

Let’s stop a moment and make sure everyone involved is engaged and clear about roles and next steps. Let’s plan to check from time to time about how individuals are doing and what they need to be able to be productive during this process.

***MEANING***

Let’s pause to go back to why we’re on this journey. Are we all clear about our mission, what is inspiring us, and the values that are guiding us? We may need to be reminded from time to time.

***STRUCTURE***

Let us propose a clear framework for how we might proceed, including clear roles, next steps and timelines. We can help make our journey easier by suggesting changes in the process as they seem necessary.

***ACTION***

Let’s just do something, and in the process we’ll figure out what we need as a group. It matters less that our action may not be on target and more that we’re generating team energy by moving forward. We can always adjust along the way.