

Toolkit 2 - Learning Unit 5

Activity 4 : TOKENS Exercise-play



Training

Ethics and human values inspire your leadership as a coordinator

4 – Agency, Empowerment, Selfhelp : **POST-INTERVENTION**

Making Work and Intervention More Meaningful, Safer and More Effective

POST-INTERVENTION

- Question : Do you note your team needs to strengthen themselves ?
- Green side NO: Please go to the next step
- Orange side YES : Yes, I do. Please follow this section to assess and evolve in your coordinator skills and strategies to know and receive the team feelings.
- Activity 4 : Tokens Exercise-play

ACTIVITY 4 : TOKENS Exercise-play

Objective. In a group of 4-20 people, make each one aware of the value of their contribution, and encourage listening in a discussion.

Material: 3-6 tokens (matches or coins) for each participant.

Time. Equal Variable, but you have to specify it in advance, based on available global time, divided by each participant and by the three tokens. We suggest you preserve a second short time for exchanges about the experience, but at least one or two days later on.

Procedure. Each is given the same number of tokens, calculated according to the established time. Every time you talk, you throw a token in the center. Those who have run out of tokens can no longer speak.

You can use this exercise in addition to the “Discussion-Exercise with 3 coloured small cards” on step 2 of this unit, section pre-intervention, to choose the subject. Or simply, you decide a crucial theme that you know the team has to discuss.

Remarks. If each speech is evaluated in the same way - for example, a third or a quarter of everything one can say during the meeting - the speaker must first evaluate his contribution and decide whether it is worth taking the floor.

Knowing that the speaker has made this assessment, others are more willing to listen, although they run the risk of being distracted from thinking about their own intervention.

You can decide to use a variant : at the beginning you announce that, once all the tokens are finished, they talk freely.