

Energy Booster/Creativity Stimulator: “JuxtaPortrait” Exercise

Objective: Team-builder; energizer; vision creation

Suggested audience: This works well with an existing team, or when all members belong to the same organization and need/want to act as a team.

Recommended group size: From four to 20; with 20, debrief will include responses from volunteers, versus from the entire group of 20. Works best with 8-10.

When to use it:

- When you have relatively little time to see how similar/different team members’ visions are regarding the current state team and the ideal future state
- When you want to energize the team, have some fun, and end on a high note (or start a session on a high note)
- At the beginning, middle or end of a workshop

Time required: From about 30- 60 minutes, depending on group size and dynamics

Materials required: Flipchart for facilitator, and a sheet of paper for each participant, which may or may not be printed in advance

Procedure:

- Draw a matrix as shown here. Ask participants to draw a similar matrix on the sheet of paper in front of them. Let them know they will have a few minutes to complete this exercise.
- Facilitator instructions: Think about the organization you identify yourself with. Please jot down the first word or words that come to mind when thinking about your organization today. Then think about what the *ideal* future state of the organization. What images come to mind?
- If you have time, please write down a few of the adjectives that came to mind for both the current and future states that prompted your responses
- When time is up, we’ll ask for volunteers to share their replies

Please turn to reverse side

Category	Current State	Adjectives?	Ideal State	Adjectives?
Animal				
Form of Transportation				
Sport or Sports Team				
Color				

Debrief:

- Start with Animal, Current State. Ask for as many volunteers as you think you will have time for. Capture responses on a flipchart. Ask volunteers for what characteristics (adjectives) prompted their responses, if not obvious.
- Move down the column of Current State to Form of Transportation, etc., following the same process.
- Then move to Ideal State and once again, move down the column.
- Reflect on the amount (or lack thereof) of similar responses. Probe participants for what they believe the implications are, and make sure you can offer some of your own ideas.
- Time permitting, ask participants what needs to happen to move them from current state to ideal state.