



Lasting Impressions

Affirm others by letting them know the impact that they have had on the group

TIME

30-45 minutes



TEAM STAGE

Forming, Adjourning

MATERIALS

Paper (preferably card stock), tape, pens or pencils

SUMMARY

First impressions matter, but lasting impressions are even more important. Find out how the people in the group have been impacted by each other for the better!

SET UP

- Provide paper and writing utensils for each participant.
- Secretly assign everyone a number in your group. Every person needs to have a different number, keep it to themselves, and they must remember it!
- **Facilitator Note:** To ensure that participants are writing appropriate comments to each other, keep a roster of who has what number.

INSTRUCTIONS

- Pass out a piece of paper and a writing utensil to everyone in the group. Each participant should write their name at the top of the paper, and then number their paper down one side for how many people are in the group. There should be enough space to write a sentence or two after each number. For example, if there are 22 group members, the piece of paper should have a name at the top and then the numbers 1-22 underneath. Repeat this process on the back side of the paper.
- On day one of meeting with a group (or after everyone has learned each other's names), have every person write their "first impression" of each person that they work with. Participants will leave their papers at their seats and then write on everyone else's paper next to their assigned number. For example, *if someone is number 18, they will write their first impression of people ALWAYS next to the number 18.*
- Keep these papers somewhere safe so that the group can come back to them for the second portion of the activity later.
- On the last day of meeting with the group, repeat the same process on the other side of the paper. This time, participants should write their lasting impression of each member.
- Make sure that each participant writes something on their own paper as well. The numbering is anonymous, so each paper should have something written for each number.
- Before participants adjourn, have them read the first and lasting impressions that others had of them.

VARIATIONS

- For just an adjourning activity, have participants complete lasting impressions only.
- For a more personal way to conduct lasting impressions, have each person tape their own paper to their back for people to write on. Markers are easier to use in this variation than pens or pencils.



VARIATIONS *(continued)*

-  **Online:** To facilitate this activity virtually, use a shared spreadsheet such as a Google Sheet. Create one tab for first impressions, and another tab for lasting impressions. In each tab write participants' names one per row down the first column. Then, assign each participant a column letter. Have participants write their impressions in the cell that corresponds to their assigned column and the row of the person they are writing about. [\[click here for video\]](#)
-  **Asynchronous:** To facilitate this activity asynchronously, create a shared spreadsheet and have participants add in their first impressions on their own time before a set deadline. Then later, have them add in their lasting impressions on their own time by a new deadline.

DEBRIEF QUESTIONS

- What:
 - What differences did you notice between the first impressions and the lasting impressions that you had of people in your group?
 - What differences did you notice between the first impressions and the lasting impressions that people in your group had of you?
- So What:
 - Why is it important to pay attention to both your first impressions and your lasting impressions of people?
 - What is the benefit of sharing your first impression and lasting impression with someone?
- Now What:
 - How will your first impressions and lasting impressions impact how you work with the different people in this group?
 - What can you do to remain open to changing the first impressions you have of people?
- **Facilitator Note:** These questions can be used to guide a debrief, however, pick the questions that best match the group's experience and add or change questions as needed.