

Dyads

Connect with different partners using several rounds of questions.

TIME
20-30 minutes

MATERIALS
None

TEAM STAGE
Forming

Learning & Development Outcomes

Participants get the opportunity to learn more about other teammates through several rounds of questions. They are able to practice active listening skills as well as how to answer questions about themselves.

Outcomes are focused on developing *21st Century Skills* and the *National Association of Colleges and Employers (NACE) Career Competencies*, including, but not limited to:

- Knowing when it is appropriate to listen and when to speak.
- Conducting themselves in a respectable, professional manner.
- Establishing, maintaining, and/or leveraging relationships with people who can help one professionally.
- Listening carefully to others, taking time to understand and ask appropriate questions without interrupting.

Preparation & Logistics



Set Up

- Prepare a list of low risk questions to use during this activity that are easy for anyone to answer and allow participants to provide a surface level answer, such as:
 - *If you could have a superpower, what would it be?*
 - *What one meal could you eat every day?*
 - *If the city you live in was being renamed, what would you call it?*
 - *What's one thing you like to do in your spare time?*

Safety

- If your group is new to each other, make sure you are coming up with questions that are easy to answer and won't cause any emotional discomfort. If your group has more experience with one another you can choose questions that dive deeper, however, continue to match the risk level to your group makeup and comfort.

Additional Considerations

- Set aside additional time for a debrief.
- [Click here to watch it live!](#)

Instructions

Summary

A structured way for participants to connect with different partners and group members using various getting to know you questions.

This activity is appropriate and fun for all age ranges! Some options for modifications are: choose nouns that are relevant to your group's age to name partners and ask questions that are also relevant and appropriate for your group.

Step 1: Get into Pairs

- Break the group up into pairs (or groups of three if necessary). You can do this in any way you want, but if you are trying to mix up your group, here are some examples:
 - Find a partner born in the same month as you
 - Find a partner who likes the same color as you
- Give each person a "new name." Avoid using "Person A" and "Person B" or "Person 1" / "Person 2" as we don't want to suggest that one person is more important than another. Instead, choose a pairing of nouns to designate participants. For example: *One person can be "peanut butter" and another person can be "jelly."*



What if people just talk with friends?

"A good way to manage this is to use different discussion tactics. Speed Dating or Concentric Circles are two tactics that will help ensure everyone talks to new people as the pairing process is controlled by the facilitator instead of the participant."



Step 2: Begin the Activity

- Designate which person will start by calling the new name. For example: *"Peanut butter" goes first.*
- Ask a question and give the pair a minute or two to answer it. After half the time has passed, announce that the second person should start sharing their answer.
- After a couple questions, have the pairs switch so that they get to know different people. The easiest way is to have one designated name stay put. For example: *all "peanut butters" stay where you are and all "jellies" find a new "peanut butter" to talk to.*
- Ask a new question for the participants to discuss with their new partners.
- Continue switching partners and asking questions for several rounds.

Step 3: Administering the Rules

- Tell participants that they should not pair up with a partner they have had in the past. Each round they should look for someone new to talk to!

How to end the activity

- On the last round, bring everyone back together for a entire group debrief on the experience.

Debrief Questions



These questions are a starting point to guide your debrief. Pick the ones that best match your group's experience and add or change questions as needed!

What

- What did you enjoy about this activity?
- What do you think are the benefits of this activity?

So What

- How do these types of questions help your group?
- What are the benefits of getting to talk to multiple different people in this activity?

Now What

- What can you do to continue some of the conversations that were started in this activity?
- What other questions would you like to discuss with the members of this group?

Adjustments for...

Risk Level

- To facilitate a higher risk version of this activity you can ask questions that require group members to provide an answer that is more personal, such as:
 - *If you could make someone you know live one moment from your life, who would you select and what moment?*
 - *If you could "unknow" something that you know now, what would it be?*
 - *What is one of your greatest strengths and greatest weaknesses?*

Group has prior experience

- It is no problem if the group has prior experience with this activity as long as the facilitator is asking new questions, or making sure they are talking with new participants each time.

Online [\[click here to see the online version!\]](#)

- To facilitate this activity virtually, use breakout rooms to allow participants to speak to each other one-on-one.
- Close the breakout rooms between questions to ask the next question and randomize breakout rooms so that the participants have a new partner each time.
- You may also choose to keep the breakout rooms open for a longer period of time and have participants discuss several questions with the same partner by broadcasting a new question to the breakout rooms every few minutes.



Each adjustment is its own unique idea for how to facilitate this activity for different groups and situations! Choose any or all that work!