



You're A Star

An easy way to show group members why they are stars!

TIME

10-20 minutes



TEAM STAGE

Norming, Performing, Adjourning

MATERIALS

Poster paper, markers or stickers

SUMMARY

Participants will “star” the specific qualities that they think their fellow group members embody.

SET UP

- Create a poster for each participant with their name and a list of things that they could bring to the team. Each poster should have the same list of qualities. For example:
 - *Imagination, calm presence, reliability, mentorship, connectedness, great ideas, engagement, drive, love for the team, creativity, planning, professionalism, diplomacy, knows the needs of the team, organization, energy, approachability, appreciation for others, passion for their work, strength, focus on the team, knowledge, & confidence.*
- Hang the posters or place them on desks around the room.

INSTRUCTIONS

- Give each participant a marker or a sheet of stickers.
- Tell each participant to visit everyone else’s poster, pick the one word or phrase that they think that person embodies the most, and add a sticker or draw a star next to it.
 - **Facilitator Note:** Make sure that the participants know to only add one star or sticker to each poster. This is so that everyone ends up with the same amount of stars or stickers on their poster. Or, allow participants to be able to give more stars by deciding on a specific number and holding everyone to that number. As a general guide, each poster should look like it is decorated with stars, not sparse, so choose the number of stars based on how many qualities and participants are included in the activity. As an example, if there are ten people in the group with 20 qualities on a poster, four stars would be a good amount.
- After everyone has visited each poster, have the participants find their own poster, take it down, and see which words and phrases their group members think they embody most.

VARIATIONS

- 🖥️ **Online:** To facilitate this activity virtually, create a Google Slides document with a slide for each participant that includes the words and phrases that would’ve been added to the posters. Have participants use the “insert shapes” tool to add a star to each slide. If desired, create a sample slide with stars already made. Participants can copy and paste the stars so all starts are uniformly the same size. [\[click here for video\]](#)



VARIATIONS *(continued)*

- **Asynchronous:** This activity can be facilitated online asynchronously the same way as it can synchronously. Have participants add their stars to the document on their own time before a set deadline.

DEBRIEF QUESTIONS

- What:
 - What did you appreciate about this activity?
 - Is there anything you would like to say to the whole group after completing this activity together?
 - So What:
 - Which “star” behavior are you most proud of yourself for and why?
 - Why should you know or share what these qualities are? How do they help you as a group?
 - Now What:
 - What commitments can you make as a group to encourage “star” behavior in the group?
 - What opportunities do you have to recognize each other more in your group?
- **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.