



Name Acronyms

Write affirmations using the letters of a person's name

TIME

10-20 minutes



TEAM STAGE

Norming, Performing, Adjourning

MATERIALS

Poster paper, markers

SUMMARY

Participants write affirmations for the members of their group that start with one of the letters of that person's name.

SET UP

- Prepare a piece of poster paper for each participant in the group.

INSTRUCTIONS

- Give each participant a piece of poster paper and have them write their first name in large letters across the top.
 - **Facilitator Note:** If a participant has a short name, have them add their last initial or last name as well so that other participants have more letters to choose from.
- Hang the posters or place them on desks around the room for the next part of the activity.
- Have each participant visit everyone else's poster and write one affirmation for them under one of the letters in their name. The affirmation should be a word or phrase that starts with that letter and should be something that they like or appreciate about that person. For example: *Under an "A," write "Always contributes great ideas."*
 - **Facilitator Note:** Decide whether the thank you notes should be anonymous, if the participants should sign their name, or allow them to choose. Pick whatever would be best for the group.
- Encourage participants to pick a letter that hasn't been used yet if there are already several affirmations under a particular letter.
 - **Facilitator Note:** As a facilitator, walk around to the posters to ensure that all affirmations being written are appropriate and add affirmations to difficult letters that other participants may skip over. Be especially aware of the depth of affirmations for each participant. If appropriate, participate and include a meaningful affirmation for each person.
- After everyone has visited each poster, have the participants find their own poster, take it down, and read the affirmations that were written about them.

VARIATIONS

- **Large Group:** To facilitate this activity for a large group, split the group in half (or thirds, etc.) and have each smaller group hang their posters in a designated area of the room. Have participants only write on the posters for the people in their small group.



VARIATIONS *(continued)*

-  **Online:** To facilitate this activity virtually, use an online document such as Google Slides or Google Jamboard instead of posters. Assign each participant a slide and use text boxes or stickies to add the letters of each participant's name and the affirmations. [\[click here for video\]](#)
-  **Asynchronous:** To facilitate this activity asynchronously, set up the slides in advance and have each participant add their affirmations to the document on their own time before a set deadline.

DEBRIEF QUESTIONS

- What:
 - How did it feel to recognize and appreciate your fellow group members in this way?
 - How did it feel to be recognized and appreciated by others?
 - So What:
 - Why is it important for you to take the time to recognize the individuals in your group?
 - What do you personally like to be recognized and appreciated for?
 - Now What:
 - How can you continue to recognize individuals in your group moving forward?
 - How can your group make sure that everyone is included in this process of recognition?
-  **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.