



Picture This

Describe your group using only pictures

TIME

10-20 minutes



TEAM STAGE

Forming, Norming, Performing

MATERIALS

Paper, colored pencils

SUMMARY

In small groups, participants will come up with five pictures or symbols that they would use to describe their group.

SET UP

- Divide participants into groups of four or five.
- Give each group a piece of paper and some colored pencils.

INSTRUCTIONS

- Instruct each group to come up with five pictures or symbols to describe their group or organization as a whole and depict them on their paper.
- After everyone is finished drawing their pictures or symbols, have each group tape their paper on the wall or place it on a table top.
- Have participants walk around the room silently and look at what each group drew.
- End with a discussion about what participants noticed in each group's drawing, how they interpreted the various pictures and symbols, and what that says about the group as a whole.

VARIATIONS

- This activity can be used to think creatively about an event or project. Instead of drawing pictures and symbols to represent the group overall, have participants represent a specific event or project with what they draw.
- For a different approach, allow participants to search for pictures online instead of drawing them.



Small Group: To facilitate this activity for a small group, have all participants work together on creating the pictures or symbols instead of breaking into smaller groups.



Online: To facilitate this activity virtually, create a shared document where each group has a page or slide to add their pictures or symbols. Give participants the option of drawing or uploading existing images for their pictures or symbols. Have them work in breakout rooms, and then come back to the main meeting room to share. [\[click here for video\]](#)



Asynchronous: To facilitate this activity asynchronously, have participants come up with their pictures or symbols individually instead of in small groups. Create a shared folder where participants can upload their images. Have everyone upload their images by a given date, then have them go back and look at what others uploaded.



DEBRIEF QUESTIONS

- What:
 - How did you decide on which pictures or symbols to use?
 - What themes did you notice in the pictures and symbols that different groups used?
 - So What:
 - Why is it important to be able to explain what you do in different ways?
 - How can describing something visually help you understand it differently?
 - Now What:
 - What can you do to make sure your group lives up to the ideas expressed in this activity?
 - How can you use some of the images from this activity in your group's work?
- **Facilitator Note:** These questions can be used to guide your debrief, however, pick the questions that best match your group's experience and add or change questions as needed.