



I Wish My Team Knew...

Gain a better understanding of the members of your group

TIME

30-45 minutes



TEAM STAGE

Norming, Performing

MATERIALS

Index cards of the same color, pens

SUMMARY

This activity allows group members to share anonymously, and in a safe space, things they wish their team knew. It is a great way to get to know everyone in the group on a much deeper level.

SET UP

- This activity encourages higher-risk, courageous conversations. It is important to set ground rules (e.g. confidentiality) to follow during this activity. If you need to set the tone before starting, ask participants to take a few deep breaths and think about the things they would like to share.
 -  **Safety:** This activity is higher risk and asks participants to be vulnerable and trusting with each other (and the facilitators). Assure participants that they only need to share what they feel comfortable with and remind the groups to be respectful of each other while sharing.
 -  **Facilitator Note:** If you work with minors and are a mandated reporter, be aware that these types of activities can bring up issues such as abuse or suspected abuse, suicide or self harm, neglect, etc.

INSTRUCTIONS

- Gather the group in a circle and give every participant an index card and pen. Ensure that all of the index cards are the same color so that there is no way to easily identify which index card belongs to which participant.
- To start this activity, inform participants that it will be a completely anonymous and silent activity. Encourage participants to step outside of their comfort zones, but to also be cognizant of their danger zones.
- Ask the group to complete the sentence “I wish my team knew...” on their index cards. They should not write their name as this activity is anonymous. Give participants time to complete the sentence however they want, and as many times as they want.
- Once they are done, have participants fold their index cards in half to keep their answer private and give them to the facilitator.
- Mix up the index cards and pass them back out so that each participant has someone else’s response.
- Let participants know that it is okay if they get their own index card; they don’t need to tell anyone.
- Ask a volunteer to begin by sharing what is on their index card. Before the volunteer shares, remind group members to be respectful of what is read out loud.
- Go around the circle until everyone has had a chance to share.
- Before closing the activity, give participants time to process and reflect about everything they just heard.
- Then, collect all of the index cards to make sure that they do not leave the room after the activity.



VARIATIONS

-  **Large Group:** To facilitate this activity for a large group, have participants hold up the index card they were randomly given and have all participants walk around the room silently, reading the index cards of the participants they walk past. The index cards can also be spread across the room on walls or table tops for participants to silently walk around and read.
-  **Medium Risk:** To facilitate a more medium risk version this activity, use a more specific prompt such as “I wish my team knew that I work best when...”, or “I wish my team knew that I like...”.
-  **Online:** To facilitate this activity virtually, create a shared document where participants can anonymously type their responses to the prompt. Alternatively, have them privately message their responses to a facilitator who can add them to the shared document. Then, assign an order for participants to read aloud the statements on the shared document. [\[click here for video\]](#)
-  **Asynchronous:** To facilitate this activity asynchronously, have participants anonymously type their responses into a shared document or email them to a facilitator by a specified date. Then, once everything has been added to the document, have participants go to the document and read through the responses on their own time.

DEBRIEF QUESTIONS

- What:
 - What are you feeling after hearing everything your teammates want the group to know?
 - What similar themes or unique responses stood out to you?
 - So What:
 - Why is it important to hear what members of this group have on their mind or in their heart?
 - How can this type of sharing open up important conversations?
 - Now What:
 - What will you do differently now that you know this information?
 - How can you create more opportunities for open sharing like this within your group?
-  **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.