



Thank You For

Express your gratitude for the members of your group

TIME

10-20 minutes



TEAM STAGE

Adjourning

MATERIALS

Paper, pens or pencils

SUMMARY

Show gratitude for the members of the group by thanking them for specific things they have said or done.

SET UP

- Provide paper and writing utensils for each participant.

INSTRUCTIONS

- Have everyone write their name at the top of their piece of paper and then pass it to the person on their right.
- Each participant should write one thing they want to thank the person whose name is on the top of the paper for. Then, they should pass the paper to the person on their right.
 - **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.
- Participants continue writing “thank you” notes and then passing papers to the right until they get their own paper back. Play appropriate music while the group writes.
- Once each participant gets their own paper back, they can read what everyone in their group wants to thank them for.

VARIATIONS

- 👥 **Large Group:** To facilitate this activity for a large group, split the group in half (or thirds, etc.) and have the smaller groups sit in a circle. Pass the papers around each small circle. Participants will write thank you notes for and receive thank you notes from only the people in their small group.
- 💻 **Online:** To facilitate this activity virtually, use an online document such as a Google Doc, Google Slide, Google Jamboard, or Google Sheet. For a Google Doc, write each participant’s name in a large font and add thank you notes under each name. For a Google Slide, create a slide for each participant with their name and thank yous are added to each slide. For a Google Jamboard, create a slide for each participant with their name and add stickies with thank you notes. For a Google Sheet, write each participant’s name on a different row in the first column, then assign each participant a column, and have them write their thank you notes in the cell that corresponds to their assigned column and the row of the person they’re writing the thank you note to. [\[click here for video\]](#)



VARIATIONS *(continued)*

- **Asynchronous:** This activity can be facilitated online asynchronously in the same way as it can synchronously. Have participants add to whichever type of document you choose on their own time. Make sure you set a deadline for them to be completed and regularly check the document for appropriateness.

DEBRIEF QUESTIONS

- What:
 - What was it like to thank the people in your group?
 - Was there anything surprising that someone thanked you for?
 - So What:
 - Why is it important to thank people for the things they do?
 - How can expressing thanks positively impact your group or the individual members of your group?
 - Now What:
 - How can you continue thanking the people in your group?
 - What other ways are there to make sure people in your group feel appreciated?
- **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.