

## STAR QUALITY

This is an exercise that I designed for a change workshop supporting a central work team who, due to decentralisation, were being split up and spread across the county. The purpose of the exercise to help individuals to recognise the qualities and skills that they will take forward into the new situation. It also builds confidence and energy about moving forward.

It works well with any team who have worked together for some time.

Instruction – You ask the group to split into pairs with someone that they feel they know well and can give them feedback, preferably someone who they would value feedback from. Give each pair a couple of florescent card stars – the type that you see prices advertised on. The handout below gives the detailed instructions for the exercise: NB: The hardest part of this exercise for people is to accept praise you may need to prep the group on how to accept compliments well.



In pairs take a few moments to think about the other person in your pair, reflect on their excellent qualities, skills and resources. Consider the things you appreciate about them, contributions they make to the team, things that will help them going forward. Write at least two of these things on a coloured star.

Take it in turns to tell the other person what it is that you admire and then give them their star.

The person receiving the compliment should listen and then thank the giver.

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