

Appreciative Team Huddle **Teaching Positive Relationships at Work PDW**

Description: The Appreciative Team Huddle is a short exercise for reinforcing best self image & leveraging strengths in teams and work groups.

Objectives:

1. Identify and articulate strengths in others
 2. Enhance best-self awareness through affirmation from positive peer feedback
 3. Adjourn the team experience through positive closure exercise
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Time: 1-2 minutes per participant

Instructions: Ask participants to stand in a close circle (nearly shoulder-to-shoulder). If only one group, the instructor may join the circle as well.

Explain the purpose and parameters: “We are going to bring your team experience to a close with a team huddle. This is an opportunity to provide feedback to one another. One by one you will turn your back to the group for 30 (60) seconds while others talk about you behind your back. (*Expect apprehension levels to increase here!*) However, there are rules of engagement. This is an *appreciative* huddle. What I’d like you to talk about are the qualities you appreciate about this person, strengths s/he demonstrated, and how s/he uniquely contributed to the group. Remember, you aren’t talking *to* the person whose back is turned; you are talking *about* him/her with one another so that they can hear the value they brought to the team. I will keep time. Questions? Who would like to start?”

Continue in round robin fashion and keep the exercise moving quickly.

Once everyone has had a turn, finish with a hand-stack (Hands in the middle of the huddle). Make final remarks underscoring the importance of drawing out the best in others in team settings. The element of physical touch at the end of this exercise seems particularly potent in sealing in the power of the positive feedback received.

Tips and Trouble Shooting:

- Expect initial skepticism / anxiety. This will dissipate quickly as the exercise begins.
- Consider “priming” students by asking them to consider others’ contributions in advance
- Select shorter periods of time for smaller groups (30 sec/person) and hold it consistent for all team members
- For cohorts or larger teams, consider doing multiple rounds and incrementally joining sub-groups to form one large huddle
- May want to prompt students to reflect on what they heard their teammates say about them.