

Building Dynamic Groups



A Coat of Arms

Objective: To give participants the opportunity to describe qualities about their organization or group.

Procedure: Reproduce the coat of arms and distribute to participants.

In space 1, draw something that characterizes a recent "Peak Performance" in your organization.

In space 2, sketch out something about your organization that very few people know.

Draw in space 3 a symbol on where you think your organization is going.

For space 4, fill something the organization is really good at.

In space 5, write or draw something that epitomizes the mission or vision of the organization.

After each person finished, form triads, and try to identify what the others' coat of arms signify about the organization.

Ask for several participants to describe their coats of arms to the group.

Adapted from: Scannell, E.E. & Newstrom, J. W. (1991) Coat of Arms. Still more games trainers play. (pp. 289-291). New York: McGraw Hill.

COAT OF ARMS

