

Handouts for Webinar 7

Exercises to Build Creativity, Curiosity and Listening

Mind Mapping

- Central Theme: Place your main idea or goal right in the middle of a blank page.
- Main Branches: Draw thick lines outward from the center for major categories or themes.
- Sub-Branches: Add thinner lines off the main branches for specific facts, tasks, or examples.
- Keywords: Use single words or short phrases instead of full sentences to keep ideas clear.
- Visual Cues: Use colors, symbols, or drawings to make the map memorable and show how ideas link together

Why? 5 times!

How the Exercise Works

- State a problem clearly.
- Ask why the problem happened.
- Take the first answer and ask why again.
- Repeat this chain of questioning five times.
- Stop when you reach a deep, actionable root cause.

Example of the 5 Whys

- Problem: I skipped my morning workout today.
- Why 1: Why did I skip it? Because I stayed in bed.
- Why 2: Why did I stay in bed? Because I felt very tired and lacked energy.
- Why 3: Why did I lack energy? Because I went to sleep very late.
- Why 4: Why did I go to sleep late? Because I scrolled on my phone in bed.
- Why 5: Why did I scroll on my phone? Because my phone is charged right next to my bed and I lack a bedtime wind-down routine.
- Root Cause: Poor nighttime boundary with technology, not a lack of physical discipline.

Idea Circle

To engage in this brainstorming technique, begin with having everyone sit in a circle. A team leader or facilitator will then pose a question or offer a request for ideas and have everyone in the circle contribute one by one. After each person contributes any idea. Decide on what injection you all will say; “Woohoo!” “Yes!” “Yippee” Let the group decide.

This strategy is great for middle- to large-sized teams who may have quieter team members or for any team with noticeable imbalance in creative contribution. The most important rule for this technique is to treat all ideas with equal weight

Starbursting

Place your central topic in the middle of a star. Label the six points with Who, What, Where, When, Why, and How, then generate questions for each point rather than answers.

New Name

Everyone walks around the room and points at objects and can't call it its real name, you must make up a new name or call it something else. Also can be done in a circle and pass around a common object and everyone must call it something else. No repeats.

Brain writing

- Each person starts with a piece of paper.
- Everyone writes 1 idea down
- Then you pass it to the next person
- And they expound on your idea.
- Keeps going
- I usually time it for 5 min., depending on the size of the group.

Yes and...

Taken from the world of improv.

Five-Minute Rapid Build: Set a five-minute timer. One person shares a seed idea for a project. The next person must say "yes, and" to add a piece, moving fast around the room without stopping to judge.

Brainstorming

1. Come up with as many ideas as possible. The more, the better.
2. Encourage wild ideas. The weird ones can lead to something great.
3. Build on each other's ideas. Mix, match, and improve as you go.
4. No judgment.
5. No crosstalk.
6. Focus on the topic.
7. Go for quantity.
8. Debrief after.

"You can't use up creativity. The more you use, the more you have." — Maya Angelou

"Our greatest weakness lies in giving up. The most certain way to succeed is always to try just one more time." — Thomas A. Edison

"A lot of leaders stop in their growth because they lose their curiosity."
— John Maxwell

"Tell me and I forget. Teach me and I remember. Involve me and I learn."
▪ Benjamin Franklin

"One learns from books and example only that certain things can be done. Actual learning requires that you do those things." — Frank Herbert

"He who laughs most, learns best." — John Cleese

How Do We Start

How To Start

- Share - no matter how small or big
- Listen
- Reach consensus
- Co-Develop
- Try
- Review
- Try again

Created by Karen Stobbe and Sonya Baronesse

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How to Share

- All Community Meeting
- Small meetings
- In an email
- Stand up/Huddle
- Flyer in breakroom
- Ask team members to share

What to share

- Why the idea
- Share don't tell
- Who it affects

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- Ask what do you think?
- What might this look like here?
- What are concerns?
- Reply to email
- Have an anonymous box
- Use post-its in a meeting
- 1:1 feedback

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- Don't interrupt
- Take every person seriously
- Validate feelings
- Thank each person for sharing

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- After everyone who wishes to share has, consolidate answers/comments
- Share answers anonymously
- Start with themes/agreement

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How Do We Start

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- Create a Learning Team or whatever the group wants to call themselves
- Have the team develop a plan: who, how, when & where
- Start small
- Communicate plan to everyone

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How Do We Start

How To Start

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- Co-Develop
- Try
- Review
- Try again

- Try the area in a small part of the community or one small change
- Everyone must be onboard with the change and how to do it
- Collect feedback

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How To Start

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- Co-Develop
- Try
- Review
- Try again

- Consolidate all feedback
- Present it to the whole community
- Discuss why worked/didn't
- Get consensus of what to change
- How to move forward (new plan)

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How To Start

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- Listen
- Reach consensus
- Co-Develop
- Try
- Review
- Try again

- See Try.
- Review & be curious
- Try again (3x)
- Then if it's not working, Come to a consensus of what to do next
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