EQ Atmosphere

Objectives

- To encourage/facilitate an intact group or organization to discuss EQ content and apply it to their work setting and culture
- To understand and establish the EQ backdrop that exists within any given specific group, team or organization
- Identify what EQ elements are vital to success and which are merely nice to have
- Identify any EQ elements that are actually discounted or devalued
- Establish the values and expectations of a given culture to enable a participant (individual) to create a specific professional and personal action or development plan

Trainer Instructions

Note: This exercise is best done with participants who have been given a full introduction to the EQ-i$^{2.0}$ and have received and spent some time reflecting on their individual results. These participants will have a detailed and educated approach to the EQ elements (on the EQ Element Cards) and their meaning. However, this exercise can also be done as an introduction (or teaser) activity for groups who have not yet taken the EQ-i or may not even know if they wish to do so. When done with a group post-EQ-i feedback, the exercise focuses on group culture through an EQ lens; when the group is ignorant of EQ and its concepts, this exercise serves as an interactive, engaging and superficially informative teaser for a deeper, more substantive engagement with this tool and topic.

1. Assuming this exercise is being done in a group setting, the large group needs to be broken into sub-groups. The number of sub-groups created is up to the trainer. The optimal number of people in a sub-group (to maximize participation of everyone) is 3 to 6. Have the group self-select into sub-groups and give each sub-group a set of EQ Element Cards.

2. Give the sub-groups the following instructions:

> "You each have a set of EQ Element Cards, in which are defined each of the 15 elements within the EQ-i. I would like for you to think about success within this system—what do you need to be successful here from an EQ perspective? Discuss these ideas with your team mates and then do a forced sort of these fifteen cards into three piles (five cards in each pile).
>
> Category A: Must haves—these are EQ elements that are essential in this system—it is a career derailer NOT to have/use this element
>
> Category B: Middle benchers—elements that are useful but not essential
>
> Category C: Nice to haves—these are the most expendable EQ elements of the group"

- Each sub-group then works to come to a group decision in sorting their EQ Element Cards into their three piles

   Variation: The task can be focused to support any number of roles or

Category

Exercise Stage

Basics

Number of Participants

Minimum: 1 (possible for one person to engage with this content—but all the benefits of group-level interaction are missing)

Ideal: 6 - 40
Maximum: 80

Time Required

Minimum: 20 minutes
Maximum: 45 minutes
(larger groups need more sub-groups, which takes more time, and the amount of discussion/process of exercise output is a variable affecting time)

Materials Needed

- EQ Element Card Sets (one set per sub-group)
- Flipchart paper or dry-erase board (a place to post/record exercise output)
- Magic Markers
- EQ Workbook (one per participant) -- (optional)

system frames—the requires elements for success as a leader, as a team member, as a customer service representative, et cetera, and the system could be what is most important to this team, to this division, to this organization or to this field/occupation. Make sure the focus of the assignment is what you most would like to probe and support and then make sure each sub-group has the same directions and focus.

- When the first few sub-teams have done their forced sort into the three groups, give all the sub-groups the following instructions:

> "Once you have the elements sorted into the three piles/groupings, rank order the top three elements in Category A (most essential) and the last three elements in Category C (least essential). As a group you will report out only the top and bottom three elements of the 15 (1,2, 3 and 13, 14, 15)."

- When the groups have finished the sorting, have the groups—one-at-a-time—share their bottom three elements and then their top three elements, recording these on a flip chart page or dry erase board for easy comparison from one group to the other.

  Trainer Tip: Having each sub-group share their bottom three—starting from 13 then 14 then 15. Leaves the top of the list and builds a little more interest in the group for the content. When you go around the group again for the top three, have them start with 3 then 2 and only then reveal their #1 most important element.

Debriefing Instructions

1. Ask the group what patterns or commonalities they see. What ended up being in the top or bottom lists of multiple sub-groups?

2. If it were true that certain EQ elements were expected/valued across the board, what does that suggest about that culture and what it is like to work (and try to succeed) there?

3. What is surprising to anyone there—because of an EQ element's inclusion or exclusion from any given list?

4. Does this image/portrait of this system/team/organization look or feel familiar? How, why or why not?

5. Facilitate a discussion highlighting any insights or ideas you have about the combination of elements they believe are emphasized and/or devalued.

6. Suggest that participants use this information to inform their own EQ action plans. What each decides he/she should work on will depend on the value placed upon that EQ element by the system within which he/she is working.

7. Bend the discussion—assuming this is a post-feedback exercise, back to the *EQ Workbook* and an action planning discussion/process.