**EQ Group Derailers**

# **Objectives**

* To explore what EQ elements look, sound and feel like when exhibited in the extreme
* To explore how extreme and/or poorly developed EQ elements derail effective group process

# **Trainer Instructions**

* Assemble participants in sub-groups of 8 members or fewer
* Instruct participants to identify privately one EQ element that they will exhibit in the extreme (unbalanced, over-pronounced and over-done). (The participants to do not reveal the element on which they have decided to focus.)
* The sub-groups are going to be given a task to engage with or a problem to solve. Participants are given five minutes to prepare the approach they are taking with the EQ element each has chosen to focus on and over-do.. They can merely reflect upon this strategy or refer back to their materials for information or guidance.
* Give the sub-groups a timed assignment/task/problem (trainer’s choice).
* When the time-limit has been reached, tell the sub-groups to stop working.

# **Debriefing Instructions**

* Have the group each guess what EQ elements each of the group members were focusing upon.
* Group members can confirm or correct their teammates’ guesses by sharing with their teammates the EQ element each had selected, what behaviors they engaged in to practice/activate that element and how successful each thought he/she was in the attempt to practice the new behavior.
* Instruct sub-group team members to offer feedback to their colleagues as to what behaviors they saw/experienced them engaging in.
* Have the team discuss the impact on the team as a whole to have this or these elements exhibited in the extreme.

# **Category**

*EQ Development* **Exercise Stage** *Basics*

# **Number of Participants**

*Minimum: 4 participants*

*Maximum 8 participants (Large groups could be broken into sub-groups of 8 or fewer participants per group)*

# **Time Required**

*Minimum: 30 minutes*

*Maximum: 60 minutes*

# **Materials Needed**

* *EQ Workbook, EQ-i Report Form, or some other EQ information* (All Optional)