

# Icebreaker or Exercise?

## Objective:

- To fully engage participants in their own learning
- Create ownership and goal setting around content material
- Provide participants with an interactive and relevant start to training
- To allow for participant to get ready to learn



## Size of Group: Any

## Prep Work 4 U:

- Write down each of the learning objectives on a separate large piece of flip chart paper.
- Hang those in the corners of the room (you might want to pick the four most important objectives if your workshop has more than four objectives) before the participants arrive.

## Set it up for Success:

After your introductions and when it makes sense to go through the objectives you can say:

*You'll notice in the four corners of the room there are the learning objectives for today's workshop. <Review each of these out loud and point to each corner as you do so.>*

*What I'd like you to think about is, if there was only one objective you could master today which would that be? And why?*

*Now, vote with your feet. Move to the corner of the room that has the objective you'd like to master today. This can be the one that's most important to your work, will help you solve an issue in your group, or just really jumps out at you. Go ahead and move.*

Once the group has found their way to the corners. Have them introduce themselves to the other participants in their corner. You can subdivide the corners into smaller groups if necessary.

Ask them to also tell the others in their corner why this objective most important for them today.

Conduct a quick debrief and have a few people from each corner tell the entire group why this objective was most important to them.

**This exercise will also give you, as facilitator, a great pulse on what people want to learn. Tailor your training to make sure you take into account the information you collected.**

Adapted from *The Accelerated Learning Handbook* by D. Meier, 2000.