



CORPORATE LEARNING INSTITUTE



Compassion *in* Action Program

Training Activities



Compassion *in* Action Program

ACTIVITIES

Compassion in Action

Here are activities that you can include in your program to provide energy, variety, and a link to the underlying content.

Activities 1 to 4 are included in the main program content. The rest are short activities that can be inserted into your program whenever your group needs a quick energizer to boost interest and engagement.

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|--------------------------------|--|
| 1. 5 Ways to Say Hello | (Module 1: Our Shared Mission) |
| 2. Compliment Throwdown | (Module 4: Empowered to Deliver WOW) |
| 3. Greatest Fan | (Module 4: Empowered to Deliver WOW) |
| 4. Stay-in-the-Game | (Module 5: Turning Problems to Solutions) |

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5 Ways to Say Hello

Time: 10 to 15 mins

Say: “This activity provides energy, allows you to meet a range of people, and creates some learning links to the program.”

- ☑ Directions: **Say:** “Please stand up and get ready to mingle around the room away your table and answer questions on the PowerPoint slide.”
- ☑ **Round 1: Say:** “Find a person from another table to pair up with, give each other a fist bump, and introduce yourself and your role at Moorings Park. (Note-in an odd-numbered group, a threesome is fine).
- ☑ **Say** “Answer the question on the PowerPoint slide. You will have a 1 minute to answer the question.”
When they have 30 seconds left, then tell the partners to say goodbye with a fist-bump - and tell the pair that that is their fist-bump partner for life.
Say “Break, find a new partner, and this time, greet your partner with a (see below)”
- ☑ **Rounds 2 to 5.**
 - Same as round one with a different greeting and question
 - You must end up with a different partner for each round i.e., you will partner up with 5 different people.
 - Remember to say at the end of the round, “say goodbye to your partner with a (correct greeting) and remember this is you (correct greeting) partner for life.”
- ☑ **Greetings per round**
- ☑ 1. Fist bump
- ☑ 2. Air high-5
- ☑ 3. Bow or head nod
- ☑ 4. Elbow bump
- ☑ 5. Jelly Fish (fist bump followed by your hand acting like a jelly fish!)

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Questions per round

1. On a scale of 1-10 how are you feeling about the program? What do you need from your colleagues to get closer to 10 so you are ready to learn in this program?
2. Think of someone who really admire and respect. It can be someone famous, a friend, a family member, or a work colleague, anyone! What is it about them you admire? What do you think their guiding values are?
3. Think of a time when you saw some outstanding service here at Moorings Park. What happened that really impressed you and why?
4. What are your strengths? What are you good at and how does this show up at Moorings Park?
5. What are you hoping to walk away with today? What will be helpful for you?

Closing Frenzy:

- At the conclusion of round 5, the trainer explains that we need to make sure that **everyone has remembered their 5 partners** and the way in which they greet each other.
- The trainer then starts calling out the partnership names in random fashion e.g., “Fist Bump” “Elbow” “Bow” etc. This is done in rapid succession so partners will have to move fast!!! This typically lasts around 1 minute.

Debriefing Themes

- What did you take away from this experience that you can apply at Moorings Park?
- What would the benefit of greeting people differently based on their individual needs?
- You have just expanded your support network by meeting five partners. What would be the benefit to you in expanding your support network at Moorings Park?

Variation

- Eliminate the unique greetings and closing frenzy and just have partners mingle, get into partnerships or groups and respond to a question. After each question, the partners mingle and get into new groups.

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Compliment Throwdown

Time: 10 mins

We all know that giving someone a genuine compliment is win-win. We feel good about ourselves by sharing some kindness and the receiver of the compliment gets an unexpected and welcome boost and provide a “WOW” experience.

Directions: Say, “Sometimes giving someone a compliment can be hard. We may not know what to say and we want to ensure we sound authentic. This fun activity gets people thinking about what skills they need to give effective compliments to residents and fellow partners to create a WOW experience.”

- ☑ Divide the group into two separate teams: Team 1 and Team 2.
- ☑ Each team forms a line facing each other i.e., each person will be directly facing a person from the other team.
- ☑ If you have an odd number, you can ask one person to help you keep time and judge whether a compliment meets the required standard.

Round 1: Demonstration

Say; “Let’s try a demonstration. Let’s start with this first pair. The first player on Team 1 gives a genuine compliment to their partner on Team 2. The partner on Team 2 then pays a compliment back to the first player on Team 1.

- ☑ Compliments must be genuine and appropriate, and people must use the correct title (Mr. Ms., etc.) and the person’s last name.
- ☑ Compliments can be like those previously heard, but cannot be identical i.e., to avoid people just repeating the same compliment.
- ☑ Ideally, compliments should be directly related to the person receiving the compliment but can be general in nature provided the compliment would be relevant to most people.”

Round 2 – The Throwdown!

- ☑ Round 1 was a practice for The Throwdown so allow people to help each other out if they get stuck but encourage people to complete the activity as quickly as possible.
- ☑ We then move to the second pair who pay each other a compliment and so on until we reach the end of the line.

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- ☑ Now that the group understands the activity, it's time for The Throwdown – Team 1 vs Team 2.
- ☑ Same rules as Round 1 but this time with these additions:
 - You must deliver your compliment within 10 seconds; correct names must be given.
 - You cannot repeat a compliment you have used previously.
 - If you don't meet the time deadline or your compliment does not meet the required standards – you are OUT!
 - Ask the demonstration team to go to the end of the line and begin.
- ☑ After you have explained the rules to The Throwdown, allow both teams to strategize for 2 minutes. This may allow them to start thinking about the wide range of compliments available to them.
- ☑ Play until one team is out of players or stop it early if people are running out of energy – the winning team is the one with most members left.

DEBRIEFING THEMES

- ☑ A colleague tells you that they find it hard to pay compliments. What advice would you give them so they can develop this skill?
- ☑ What can you do to improve your ability to give the residents genuine and relevant compliments?

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Greatest Fan

Time: 5 mins

High energy activity that promotes supporting each other i.e., becoming each other's Greatest Fan! Highlights the importance of creating win-win situations throughout the entire community i.e., we are all united in the direction we are heading.

- ☑ Explain that the group is to play the ultimate game of rock, paper, scissors where you can become each other's Greatest Fan.
- ☑ In a moment, but not yet, everyone will find a partner - doesn't matter who - and challenge them to a game of rock, paper, scissors.
 - The trainer should demonstrate a game with a volunteer to avoid any confusion.
 - The trainer may also want to demonstrate, as enthusiastically and loudly as possible, the role of the Greatest Fan – see below.
- ☑ The person who loses the challenge now gets the honor of becoming the winner's "Greatest Fan". They demonstrate this by standing behind the winner and if appropriate, placing their hands on their shoulders.
- ☑ The role of the Greatest Fan is to cheer on their player loudly and enthusiastically.
- ☑ The winner, with their Greatest Fan, behind them, finds another winning team to play.
- ☑ The losing team now joins the winning team, standing behind them and cheering enthusiastically for their player (typically, people end up in a conga line behind their player).
- ☑ Eventually, there will be two players in the "Showdown," each cheered on by their group of Greatest Fans.
- ☑ Preliminary rounds are just one game of rock, paper, scissors, with the Showdown being best of 3.
- ☑ Losing team in the Showdown is asked to join the winning team and create a long conga line.
 - *Note: This activity goes quickly, and the group may take a while to get going as they don't fully understand the activity until they try it out. If this is the case, you may want to treat the first attempt as a practice and tell the group that they are now going live with round 2!*
- ☑ To keep the energy going, have the conga line move around the room cheering loudly for the ultimate winner.
- ☑ Stop the conga line and ask, "raise your hand if you lost". Typically, most people will raise their hand. Add "but I thought you all ended up on the winning team?" A bit of an obvious point, but most people get it!

DEBRIEFING THEMES

- ☑ What does this activity have with effective teamwork?
- ☑ What would being each other's greatest fan look like at Moorings Park?
- ☑ This activity highlighted creating win-win situations. How can you take this program forward to ensure win-win situations for everyone at Moorings Park?

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Stay-in-the-Game

Time: 10 mins

Fun energizer that highlights the ability to "stay in the game", recover from losses, and improve performance by adjusting strategy. Links specifically to service recovery and employing a growth mindset i.e., learning from your experiences.

- ☑ Materials: Stay-in-the-Game (Spot-it) cards. For a group of 40, you will need around 160 to 200 cards for the activity. The more cards you have, the longer you can play the game (and if the game is going too long just put away some of the cards.)
- ☑ Stay-in-the Game cards have multiple pictures. Although each card in the deck is different, there is always 1 picture on each card that you can match to the same picture on any other card on the deck.
- ☑ The group is invited to stand and enter a playing area - a large enough space for the entire group to mingle comfortably.
- ☑ Each person is given a card.
- ☑ Explain that all cards are different, but that you can always find one picture on their card that will have a match to every other single card in the deck.
- ☑ Invite the audience to check this by reviewing their card against several others. If anyone says they can't find a match, tell them they are not looking hard enough (nice metaphor here - sometimes we just focus on our differences and don't look for what we have in common.)
- ☑ If time, and if relevant, rather than just getting the audience to compare cards, you can ask them to find the unique connection on their cards. Once they have done this, have them have a quick conversation about what other connections they may have e.g., interests.
- ☑ Once everyone is satisfied that they will always be able to find a match, the main activity can begin:

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- **Say:** “We are about to have a competition.
- Everyone will find a partner and challenge them to a duel.
- On the count of 3, each partnership will turn over their cards to reveal the multiple picture side. The first one to shout out the matching picture WINS!
- The winner takes their opponent's card and goes to find another person to play.
- The winner now has two cards (and if they win the next game, they will have more cards). However, even if you have multiple cards, you always play as if you just have one (people hold them in a batch. The trainer may need to demonstrate this.)
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- If you lose, you give over your whole batch, whether it’s just one card or several.
- However, if you lose and now have no cards, you are STILL IN THE GAME! Find the trainer who will give you a new card so you can go challenge someone.”
- (Trainers – this is where you need your spare batch of cards – the more you have to give out, the longer the activity can last.)
- Make it clear that this is rapid fire – if you are holding cards, you must challenge someone immediately – no hiding!
- Trainers - watch out for typical behaviors as these may be useful observations in the debrief:
 - Some people may start changing their strategy to avoid losing - they may start studying their cards before playing or they may try and avoid playing particularly if they are holding a big batch of cards.
 - Watch out for people who frequently lose. They may do a lot of negative self-talk when picking up a new card e.g. "I’m terrible at this.”
- Although people can stay in the game, eventually the Trainer will run out of cards and the game will come down to final participants and ultimately a winner. As people run out of cards, encourage them to “stay in the game” by supporting the people still playing.

DEBRIEFING THEMES

- ☑ What changes did you make during the activity to improve your chances?
- ☑ Did anyone notice there was some negative self-talk – “I am bad at this game”. What impact might this on growing through our experiences?
- ☑ What does this activity have to do with service recovery?

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