The Candy Game

# Purpose:

The purpose of the activity is to encourage Culture Change Coalition members to get to know one another and learn more about their role or position.

# Objectives:

* To learn more about members of the team and create a ‘safe’ space.
* To encourage active listening skills.
* To continue to build “connections” among Coalition members.
* To establish and maintain open communication.
* To connect and commit to each other.

# Materials:

* Smarties or other small coloured candies (enough for 3-5 pieces per person)
* A white board, flip chart or black board and writing materials

# Instructions:

1. Pass around the candy and tell each coalition member to choose anywhere from 1 to 3 pieces.
2. Tell coalition members not to eat their candy. Once everyone has chosen their candy, reveal the suggestions below.
3. Use the suggestions below or craft your own ‘getting to know you’ appreciative questions that are linked to particular colours of the candy you have on offer. Write these in large print on your flip chart or board.
4. **In turn, ask each participant to introduce themselves and, depending on available time, share something related to one or more of their candies.**

## ****Suggestions**:**

* Red Candy – What is your favourite thing about your group or organization?
* Green Candy - Describe a positive experience in the group or organization that occurred in the last month.
* Yellow Candy - When do you feel most valued at work?
* Brown Candy - What is your favourite out of work hobby? What do you love about it?
* Orange Candy - Wildcard (tell us anything about yourself!)

## ****Suggestions for Discussion**:**

* Remind the group that one of the core assumptions of Appreciative Inquiry is that what we focus on becomes our reality. Further, the act of asking questions of an organization or group influences the group in some way.
* Discuss what sorts of lessons this brief exercise has provided.
* Ask the group what they have learned about another part of the group or organization that they were unaware of before.
* Keep in mind that this exercise is a means of learning about and becoming comfortable with the principles of Appreciative Inquiry.