Make Assumptions Visible

twyfords
COLLABORATION

What you are trying to do here

- Make visible each group's assumptions about themselves and the other.

What you are **really** trying to do

- Get the 'unsaid' stuff safely onto the table;
- Understand each other better.

Instructions

1. Identify the groups, teams or 'tribes' in the room (e.g. planning, operations & corporate). When it is important to give participants control or the groupings aren't obvious, allow participants to self-identify into groups as they see it.
2. Write up the three questions so they are visible to all:
   In the context of working better together on this project:
   a. *How do we see ourselves?*
   b. *How do we see them?*
   c. *How do we think they see us?*
3. Give each group 30mins to answer these three questions about themselves and the other group(s). When there are more than two groups in the room you can:
   a. Ask each group to answer questions 2 and 3 about each of the other groups, or;
   b. Ask each group to focus on the one other group that they work with most often or have the most difficult or important collaborative relationship with
4. Each group records responses to each question on separate flip chart paper, writing clearly and large enough so that others will be able to read it. Ask each group to identify on the paper which group they are and which question they are answering, about which group.
5. Post the responses up on the wall and invite all participants to wander and review outputs. Give time here for reading and conversation.
6. Then review together using questions such as:
   a. *What stands out?*
   b. *What feels most surprising, challenging, disappointing, affirming…?*
   c. *What are the implications of what has emerged in the context of working better together?*
   d. *What insights have we gained about each other?*

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