

Daily activities, like the game below, will help with employee engagement. This game requires using a bit of improvisation and lots of communication. Practice makes perfect!

Yes And. . .

Time: 5 minutes

Who/How: Pairs simultaneously

The Basic Idea: Partner the players and ask them to decide who is A and who is B. Ask A to make a statement ("The lunch today was great."). B is to reply with "Yes, and. . ." and make another, somewhat related statement ("Yes, and we got to eat two desserts!"). A continues with "Yes, and. . ." ("Yes, and then I had tons of energy from all the sugar."). The participants should continue this exercise for an allotted period of time. This is not a game that anyone should be trying to win. The goal is to practice communication.

Possible Specific Debrief Questions at the end:

- What are the obstacles to agreement?
- How does it feel to be consistently agreed with and consistently agree?
- What was it like to unconditionally listen so intently to someone? To be listened to?
- Was it easy or difficult to build upon what each other was saying?
- How can this technique be helpful to you in your working with others?

