

## Stepping Forward Exercise

This team-building exercise is the perfect way to begin (or end) a team day and understand the needs of all in attendance.

The steps in this exercise are as follows:

1. Ask the group to form a circle, each person an arm's-length apart.
2. Share the purpose of the exercise, which is to hear and understand everyone's expectations of the day.
3. One at a time, go around the circle, ask the person to step forward (further into the ring) and share what they expect from the day.

Note that what people say may vary considerably (such as to have fun, learn new skills, get to know the team better). And that's ok; the aim is to be open and honest and listen without judgment.

4. Ask that if anyone has the same hopes for the workshop, could they also make one further step into the circle.
5. If they wish to understand the expectation better, then they can ask additional questions.
6. The group is asked to see who shares the expectation before re-forming the circle again.
7. The process continues with the next person sharing their thoughts until everyone has had their turn.

Once the exercise is complete, the team building day can start, taking into account the needs of all in attendance.

If used at the end of the day, ask each person whether the day met their expectations. Their responses can shape future training or send appropriate follow-ups and information that may help.

Alternatively, the exercise can be modified to form part of a project session to draw out new ideas and share everyone's thoughts within the team.

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