

- An exercise to help drill down to the core drivers of why we do what we do.
- Team building activity that requires paper, pens, flip chart and people

Why do it?

Promotes team understanding of self and one another's compelling purpose in the named task. Serves as an ice breaker with new and established groups. Provides avenue to discover shared values, goals and connections.

***I choose to work for [organization name],
so that...***



Process to do "So That"?

- Establish a prompt in advance that everyone will respond to.
- Facilitator will need a timer, flip chart paper and markers
- Distribute materials (pen & paper)
- Explain they will tap into free-flowing thoughts about a certain topic, that is meant to reveal the root cause or core drivers in why we do what we do.
- Set up reflection:
 - 2 minutes for quiet reflection and response activity
 - You will provide a prompt that they will continue to build off of
 - Start each sentence with "So That..." and it should be in direct response to the previous sentence.
 - Spelling, grammar, edits are off-limits, focus on free-flowing thoughts
 - You will only share the last completed sentence at the end of the 2 minutes



- Debrief reflection (2 step process):

Step1:

- Ask the group to pair up in twos or threes
- Have them read the opening prompt, and their last completed sentence to each other
- Then ask them to identify any common themes, common values or similarities with each other

Step 2:

- Have each person read their last completed sentence out loud
- Record their statement verbatim on the flip chart
- Ask :
 - *What observations do you have from the recorded statements?*
 - *Why is it important check in periodically with a "So That..." activity?*

Celebrate their reflection and responses

Summarizing their observations, common themes, values and/or similarities is a great way to highlights their collective force towards the stated topic. Make it visual!

The image on the prior page is from a groups response to "*I choose to work for [organization name], so that...?"*" It was created by compiling all the team's responses onto www.wordle.net. The words that are repeated most often become larger font size.

Keys to Success:

- Allow enough time for everyone to report out on the debrief (this is the variable that will determine length of activity)
- Everyone contributes
- Record responses with the entire group present.
- Provide safe environment
- Make it visual
- Utilize a Wordle of the event as a thank you card, graphic, poster or some other reminder to serve as a visual reminder of why we do what we do.