

Zoom cards activity

Total activity duration: 30–45 minutes

Brief and setup: 5 minutes

For the activity: 15–30 minutes

Review and debrief: 10 minutes

Running the activity

- Explain the activity:
 - Each person will be given a number of images.
 - Without looking at each other's images, the group must put the images in the correct sequence **face down**.
 - Explain that there is a link between all the images and that there are no duplicates.
 - Don't let them know it's called Zoom – it gives it away!
- Hand out images to each participant (make sure they've been shuffled beforehand). Encourage them to study the details of the image so this will help them put them in order.
- All the cards have to be handed out – because each one is a vital part of the overall story (there are 31 in total).
- Once they are ready, they can begin the activity.
- When the group believes that they have put the images into the correct sequence, the images should be laid on the table/floor in order, face down.
- Turn the images over one by one so that they can see if they got it right.
- If there are any mistakes, let participants correct the order and then go through the sequence again so that they understand the full story.

Rules

- Participants are not allowed to show anyone else their image at any point
- Participants are able to describe their image or demonstrate through actions – but they cannot show them at any point.
- As the sequence of images is agreed by the group, the cards should be laid down on the table/floor in sequence. Once a card is down it cannot be picked up again

Your role

- Observe the activity looking out for how individuals communicate with one another; does anyone take the lead, do they talk over one another, do they implement a process, what body language are you noticing, etc.
- If they are struggling, you can give them clues, withhold saying that the activity is called Zoom for as long as you can.

Learning outcomes

- How good conversation is critical to solving the problem.
- Communication – the five Super-Skills in action.
- Team work/collaboration.

Variations

- For smaller groups, you can give each participant more than one image.
- You can make the activity more competitive and measure team performance by the number of images that are in the wrong sequence.
- You can enforce a time limit to increase the difficulty.
- Remember that all cards have to be handed out for the exercise to work!

Debrief

The task is to draw out the five Super-Skills from the debrief.

- **Presence** – was everyone fully present and engaged during the exercise?
- **Hyper-awareness** – how were people feeling? How did that impact the exercise?
- **De-coding** – how skilled was the group at listening to all opinions?
- **Voicing** – did everyone contribute? Were all voices heard?
- **Flow Control** – was there a structure or a process to the conversation?

Zoom cards activity

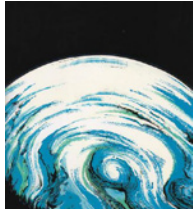
Correct card sequence



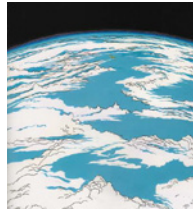
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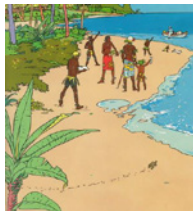
6



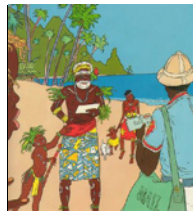
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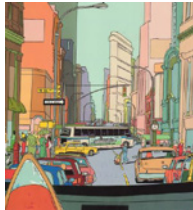
12



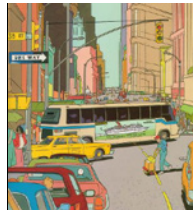
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Suggested questions to ask

- 1 How was that?
- 2 What communication methods did the team use?
- 3 What did your team do well when you discussed the sequence of images?
- 4 What didn't work? Suggest this was all about the team having a great conversation ... subtly use this as a way to start teasing out the Superskills.
- 5 **Presence**
Was everyone fully engaged?
If not, why not?
How did that impact on other members of the group?
- 6 **Hyper-awareness**
Was there anything that frustrated you?
How did that show?
Could you sense frustration in others?
How?
- 7 **De-coding**
Did others in the team listen to your opinion?
Did the group seek everyone's input?
Were people building on suggestions?
- 8 **Voicing**
Did everyone have their input?
How did you handle differences of opinion?
Did one or a few people dominate the conversation?
How did the others feel about that?
- 9 **Flow Control**
Did anyone emerge as a leader?
How did having a leader help?
Did you agree on an approach to solve the puzzle?
How did you keep focused as a group on the task and not get diverted?

Finally explain the origins of the exercise – a kid's book called *Zoom* by Banyai Istvan.

Observations