



## PerspActive Instructions



PerspActive shows how essential it is for us to combine our individual perspectives in order to agree on where we are and where we want to go. Only then can we make real progress and, ultimately, achieve our goal.

### How does it work?

Participants use strings to guide a ball through a densely twisted tube. PerspActive's design makes it difficult for everyone to see the ball, and it's often unclear which direction the ball is rolling and needs to roll. Everyone soon realizes they need to slow down, coordinate how they move and communicate, and rely on each other's unique perspectives in order to be successful.

The exercise can be made easier by allowing one of the participants to move freely around the others and advise the group.

### What do you need?

**People (min / optimal / max):** 5 / 12 / 12

**Time for Activity:** 10-25 minutes

**Materials:** 1 PerspActive made of wood and plastic tubing, 12 braided strings, 3 balls, 1 set of instructions

**Workspace:** 20 x 20 ft

## Instructions

1. Prepare for the activity by setting the PerspActive in the middle of your space. Ask everyone to stand around the tool in a circle, and take 1-2 strings each.
2. Explain the goal of the activity. You can say something like, *“Once I drop the ball into the opening of the transport tube, I want you to use your collective skills to move the ball through the twists and turns of the tube so that it exits the other end of the tube and lands in the basket.”*
3. Outline the rules:
  - You may not touch the strings except to hold them by the wooden balls at the end.
  - You may not shorten the strings.
4. Observe the activity and intervene when necessary. Typically, the group will succeed when everyone watches the ball at all times, and knows where they have to move next. Like a three-dimensional body, the group will move around the PerspActive repeatedly in order to get it in the right position.

Be cautious about intervening. Try to wait as long as possible to allow participants to fully complete the task on their own. When it’s time, ask everyone to set their strings down, then guide them toward a solution-focused approach. Ask:

- What steps have you already taken?
- What is working well?
- What would you like to improve?

If the group is caught in a very problem-oriented focus, create mental distance. Say, *“Imagine there is a group trying desperately to solve this task and you are the group’s advisers. How can the group change how it coordinates and communicates to reach its goal?”*

It’s a good idea to help the group develop new solutions in steps and by making several attempts. By using targeted questions, you can raise the group’s awareness of the following approaches to the solution:

- You should use different perspectives.
- It is good to slow down.
- You need a spokesperson.

5. Lead the debrief and note the responses on a flip chart. Here are some sample questions to ask:

- What was the key to this exercise?
- How did you deal with the complex nature of the task?
- How important was communication during this activity?
- What phases were difficult and how did you handle them successfully?
- What role did each of you play in this activity?
- Did anyone feel left out?
- What parallels can you draw to your current situation?

### **Common Sense Caution**

This activity requires participants to move up and down, kneel, squat and move around on their feet. Some participants may experience dizziness, nausea, vertigo or headaches, and may fall or stumble as a result.

If a participant suffers from balance problems, vertigo, dizziness, lightheadedness or orthopedic problems, he or she should refrain from participating in this activity or sit in a chair while participating.

Participants who are pregnant or suffer from back pain or other orthopedic injuries should consider refraining from participating in this activity.

Choose the room or area for this activity carefully. Participants will move around and could lose awareness of their environment as they focus on the exercise. Choose a room or area free of steps, posts, furniture, debris or other potential trip hazards. The floor should be dry, level and stable.