**Quick Training Tips**

**BUT**

**Focus:**  Teambuilding, Cooperation, Conflict

**Time:**  5-10 minutes

**Objectives:**

1. Recognize the importance of acceptance
2. Encourage trust among team members
3. Discover new ways of communication to reduce workplace negativity

**Materials needed:**

- Watch with timer

**Introduction:**

The members of a good team extend trust and acceptance to each other. Sometimes when presented with other peoples’ ideas, we tend to be quick to judge and dismiss those ideas. It is important to recognize that when we trash each other’s ideas, what we end up with is no ideas. This exercise will illustrate how changing word choices can signal trust and acceptance thereby encouraging a greater degree of cooperation, risk-taking, and collaborative problem-solving.

**Directions:**

1. Divide the group into pairs, and tell them that the person with the shortest hair will be Person A and the other will be Person B. The pairs will have one minute to plan a vacation together.
2. Round One:
   a. Persona A throws out a suggestion (Example: Let’s go someplace tropical).
   b. Person B responds by saying, “Yes, BUT…” and finishes the sentence. (Example: “Yes, BUT I don’t like the heat”).
   c. Persona A now says, “Yes, BUT…” and makes another statement. The conversation continues in this vein until the minute is up.
3. Round Two:
   a. Persona A starts off with the same vacation suggestion. This time, partners respond to each other’s suggestions by saying “Yes, and…” (Example: “Let’s go someplace tropical and find activities where we can stay cool.”). Call time after one minute.
4. Lead a discussion utilizing the discussion questions below.

**Discussion Questions:**

1. Even though you knew this exercise was not real life – and that I told you to “Yes, but” each other – how many found your partner was really starting to irritate you in Round 1? Any differences in Round 2?
2. How many got further along in your vacation plans the second time? If so why?
3. How can you “Yes, and” someone in real life when you disagree with the person?
4. How does the “Yes, and” technique affect power and conflict in dialogue? What would you give up and what would you gain by using this technique when you’re in conflict?
5. Now the most important question of all: What types of vacations did you come with?!