

MYBIRKMAN

READY-MADE ACTIVITY

FACILITATOR

AUDIENCE

DATE

GOAL

LARGE GROUP
SMALL GROUP
ONE : ONE

TOPICS

- Improve communication
- Build community
- Use MyBirkman
- Increase psychological safety

MATERIALS

- SLIDE DECK: **Communication Roadblocks- large group** ([link here](#)).
- HAND OUT: How to add **MyBirkman to Smartphone** ([link here](#)).
- HAND OUT: **Communication Roadblocks** (found under MyBirkman Action tab)
- **Name Tags** with Birkman colors & symbols (printable report from [BirkmanDirect](#))

PREPARE

1. Ensure participants have access to [MyBirkman](#) on their phone
2. Ensure participants know their *Usual Behavior Color* on their Birkman map
3. Designate 4 locations in the room (one for each color) to break into groups based on color of "usual behavior": green, red, yellow, or blue

Optional:

- Print out **Name Tags** report from [BirkmanDirect](#)
- Download/print out PDF "Communication Roadblocks" and make them available to participants

ACTIVITY

INTRODUCTION:

SLIDE 1 (2 min)

Facilitator: "Today, we will be discussing our *usual behavior*, as it relates to communication. The goal of this activity is to help you become more self-aware, and others-conscious so you can improve communication."

Ask participants to log into MyBirkman (use *MyBirkman on Smartphone* hand out) and identify their Usual Behavior (diamond) color.

Instruct them to raise their hands when they hear their color, then call out "red... blue... yellow... green" to ensure comprehension.

ACTIVITY

SLIDE 2 & 3 (5 min)

Ask participants to navigate to the *Action* tab in MyBirkman and open the PDF *Communication Roadblocks* (or reference it as a hand out)

SLIDE 4 (10-15 min)

Facilitator: "Please take 2 minutes to read through your color and when you are done, we will break into groups based on your Usual Behavior color to discuss the questions on the screen." Then, tell each color where to go.

Once participants are in groups, direct them to slide 4 with reflection questions and share the amount of time they have to discuss (suggested 8-10 minutes).

After the discussions, call their attention back and ask the groups to be seated.

Call on each color groups' spokesperson to share what they discussed as a color group, and the "aha" moments they may have had.

CONCLUSION:

Facilitator: "Thank you for your participation! Taking a moment to reflect on the advantages and roadblocks of your usual communication style is a great way to improve your relationships here at work and elsewhere! You can find this resource, (*Communication Roadblocks*), and others in the *Action* tab of MyBirkman.

FOLLOW UP

Email template:

Thank you for participating in the Birkman activity today! The *Communication Roadblocks* hand-out is attached. You can find this and other great resources for you and your team in the *Action* tab of MyBirkman.com

Attach: *Communication Roadblocks* PDF