

TOOL DESCRIPTION

Group Formation with Mini Lab



The Mini Lab is a method used to form small groups so that they get to know each other quickly and establish trust right away.

Each group should consist of 4 people. These so-called 'peer groups' then complete subsequent tasks or will work together in the future.

The Mini Labs method is special because it breaks the ice. This smoothes communication and helps to form groups effectively, thus enabling open exchange.







By using a specific session design centered around guiding discussion questions, trust can more easily be established within a group. The members can get to know each other better and more quickly, allowing them to form a group identity in a short period of time, thereby accelerating team development.

Intimacy in the small group creates a climate of respect that allows trust to grow. By simultaneously talking about personal issues, weaknesses, problems and reflecting on these, relationships can be established. Timeboxing helps to boil the content down to the essentials.

This method is useful for project kick-off workshops or leadership trainings.

Duration 45 min	Participants no restriction	Facilitation no special material needed
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Group Formation with Mini Lab | Process

Group formation 2 min 	Discussion 21 min 	Evaluation 3 min 	Calculation 5 min 	Feedback 10–30 min 	Debriefing 5 min 
<p>Form small mixed groups with a maximum of 4–6 people.</p>	<p>The moderator asks the groups to discuss answers to questions (7 minutes per question).</p> <p>3 questions are provided:</p> <ul style="list-style-type: none">• What was my best group experience?• What was my worst group experience?• On a scale of 1–100: How open were we with each other right now?	<p>The moderator asks the group members to evaluate how open the discussion was in the group, ranging from 0% (all lied) to 100% (all were honest). Every person gives their assessment.</p>	<p>Calculate the group average and communicate this to large group.</p>	<p>Encourage feedback and answer further questions (if time allows).</p> <p>Examples:</p> <ul style="list-style-type: none">• What was your first impression of me (each person has the opportunity to choose 2 group members to give feedback)?• Who has had the most influence in the group so far? Everyone awards 3 influence points to the others. Discussion: What do we expect from each other and from a good collaboration?	<p>Sharing in the plenary: What did I think of this exercise?</p>