

TOOL DESCRIPTION

Making Positions Visible



A positioning exercise that helps to quickly visualize situations or assessments of a group.

Positioning makes it possible to quickly visualize a starting situation or to make a situational assessment of a group, to generate a certain dynamic, and to make each participant literally "take a stand".

A common challenge in workshops is to quickly get a picture of "where are we", for example:




- How do we assess the current market situation?
- How big is the need for change in our area?
- What is the chance that the product launch will succeed within the time planned?

The workshop participants are simply asked to position themselves along a scale that extends across the room between two extreme answers to a question. They are then invited to analyze their position by opening up a dialogue.

Positioning can be used in different settings, including coaching, team development, change or leadership workshops, and even in cultural exploration workshops.

Duration 15–30 min	Participants 2–20 people	Facilitation no special material needed, just enough space
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Making Positions Visible | Process

Introduction 3 min 	Positioning 3–5 min 	Understanding the positions 15–25 min 
<p>First, it is important to define the question very clearly. Then describe the poles clearly and understandably, and repeat this description if necessary.</p> <p>Example: How important is teamwork for me? 0 = not important, 10 = very important</p> <p>0 ●—————● 10</p>	<p>After instructions are provided, all participants are asked to physically position themselves along a scale of 0-10. It is often necessary to remind participants not to overthink their answer and that there is no right or wrong answer. They are just asked to spontaneously choose a position that answers the question. At first glance, the answers provided by the group become clear, and you can see whether participants agree or differ in their assessments. The participants also can see what their colleagues think. The moderator first asks the person standing at the lowest and the highest numbers to calibrate the assessment scale.</p>	<p>To get a clear picture, it is useful to ask the participants why they have positioned themselves at particular number (starting at 0 or 10). Each person should say at least one sentence (depending on the number of participants and how distinct their responses are). After the initial explanation, further questions might help to further explore the topic:</p> <ul style="list-style-type: none">● What do you need to get from where you are now up to a 8 or 9?● What are the biggest obstacles you will encounter on this journey?● Is the picture as you expected?● What is surprising?