



# Emergenetics Warmups

## Seven Team Inclusion Activities for Managers



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# Overview

Liven up your meetings with fun, engaging warmups to help your employees use the language of Emergenetics to enhance team dynamics and gain a greater understanding of their colleagues' preferred working styles.

<b>ANALYTICAL</b>	<p><b>Why should I use meeting warmups?</b></p> <p>They help enhance self-awareness, which is <u>linked to greater workplace effectiveness</u>, and strengthen feelings of inclusion, which leads to:</p> <ul style="list-style-type: none"> <li>– <u>17% increase in perceived team performance</u></li> <li>– <u>20% improvement in decision-making quality</u></li> <li>– <u>29% greater collaboration</u></li> </ul>	<p><b>What possibilities come from these resources?</b></p> <p>The warmups provide your team with:</p> <ul style="list-style-type: none"> <li>– A new way to start meetings</li> <li>– An opportunity to think outside the box</li> <li>– A break from traditional icebreakers</li> <li>– A change in perspective</li> <li>– A unique way to practice using Emergenetics concepts</li> </ul>	<b>CONCEPTUAL</b>
<b>STRUCTURAL</b>	<p><b>How do I use the activities?</b></p> <p>To successfully use the warmups, follow these steps:</p> <ul style="list-style-type: none"> <li>– Review available warmups</li> <li>– Select the one that meets current team needs and time constraints</li> <li>– Practice facilitating warmups with a peer to increase confidence</li> <li>– Include the warmup and any pre-work instructions in your meeting agenda</li> </ul>	<p><b>Who are the warmups for?</b></p> <p>They are designed for managers or team leaders who are familiar with Emergenetics concepts and want to use the Attributes to:</p> <ul style="list-style-type: none"> <li>– Increase inclusion</li> <li>– Encourage collaborative interaction</li> <li>– Expand self-awareness</li> <li>– Enhance connection and collaboration</li> <li>– Kick off a lengthy or challenging meeting</li> </ul>	<b>SOCIAL</b>

The exercises help encourage group participation, foster open communication and support active listening skills to bridge the gaps between preferences. To meet the needs of each Behavioral Attribute, consider the following as you lead the warmups:

<p><b>1/3</b> ←</p> <p>Allow for silence and time before responding</p>	<b>EXPRESSIVENESS</b>	<p>→ <b>3/3</b></p> <p>Allow them to present or respond first</p>
<p><b>1/3</b> ←</p> <p>Require consensus when identifying an answer that represents the team</p>	<b>ASSERTIVENESS</b>	<p>→ <b>3/3</b></p> <p>Allow for competition when engaging in some of the warmups</p>
<p><b>1/3</b> ←</p> <p>Specify the amount of time the team has to reach a decision</p>	<b>FLEXIBILITY</b>	<p>→ <b>3/3</b></p> <p>Allow for shifts or new options throughout the process</p>

# Facilitation Tips

**1 | Be strategic about when to include one of the activities.** Not every meeting needs or requires a warmup activity, based on the purpose of the meeting.

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**2 | Be prepared for some “scratchiness,”** a term Emergenetics uses to capture the discomfort of working outside of your preferences. That’s the purpose of some of these activities.

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**3 | Be conscious of group size** when conducting warmups virtually:

**>10** For groups of ten or more, use video share tagging: after someone responds, they will call on another teammate to answer and then turn off their own video. The next person continues in the same way. When the last person finishes, everyone will turn their video back on.

**<10** For smaller groups, participants will likely be able to keep track of who has answered the prompts, so you may be able to forgo video tagging.

**>25** If the group is greater than 25, consider using breakout rooms to lessen group size if technology allows.

## Getting Started



**Download the Emergenetics template** from Emergenetics+ and display for participants' reference.



**Accommodate your team members** who are first-third Expressive or first-third Assertive by allowing for time and silence before they respond.



**Identify different ways to determine who goes first** during a virtual team meeting so everyone has an opportunity to start (e.g., begin with the person whose birthday is next or most recent, who has the longest tenure, alphabetically backwards, etc.).



**Invite someone to volunteer to start** and choose if they would like the order to go to their left or right for in-person meetings.

- The responses continue around the circle until you reach the first person again.
- This process accommodates the preferences in the room that like to be prepared for their response.

## Wrapping Up

**Each activity includes optional debrief questions.** If time allows and you want to deepen the conversation, consider including some or all of the questions provided.

**Announce the Purpose and Objectives provided** after the activity is complete to remind attendees, particularly those with an Analytical preference, why this activity will serve them and the work of the team.

You can refer to the template on [page three](#) for data to support the use of warmups.

# One Word Check-In



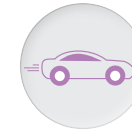
## Time:

5 minutes

## Purpose:

To illustrate Profile tendencies and to practice using Emergenetics language.

## Attribute(s) in Focus:



## Objectives:

- Recognize connections to your Profile that you might not typically think about.
- Practice being spontaneous and stretching out of your comfort zone. Feeling scratchy is okay!
- Learn something about teammates to form connections and gain understanding for improved collaboration.
- Use Emergenetics language in a fun, brief activity.

## Procedure:

1. Ask each team member to choose one word in response to one of the suggested prompts. When using a digital platform, have team members use the renaming feature to share their word.
2. After everyone has committed to a response, ask each person to share their word and, as an element of surprise, how it connects to their Profile.

### SUGGESTED PROMPTS:

- Name an animal that you resonate with today.
- Name the title of a movie or TV show that you resonate with today.
- Choose the name of a band or title of a song that you resonate with today.
- Name a fruit or vegetable that you resonate with today.
- Name a mode of transportation that you resonate with today.

## Debrief:

The following questions may be used to debrief the group's experience.

- How did you choose your word?
- Did you notice any patterns from our team?
- How easy or difficult was it to choose one word?
- Do you have any insights about your Profile from this activity?
- What did you learn about each other?

# In Your Room



## Time:

15 minutes

## Purpose:

To distinguish varying perspectives based on Thinking preferences.

## Attribute(s) in Focus:



## Objectives:

- Illustrate how Thinking preferences may influence decisions.
- Define how Thinking preferences contribute to problem solving.
- Use Emergenetics language in a fun, imaginative activity.

## Procedure:

1. Ask each team member to select an item that can be seen in their immediate surroundings. Inform them that they will share this item with the group.
2. After everyone has an item chosen, ask them to respond to one of the suggested prompts.

### SUGGESTED PROMPTS:

- How would you use this item on a deserted island?
- How does this item help you do your job?
- How might you use this item on vacation?

## Debrief:

The following questions may be used to debrief this activity.

- Considering the Emergenetics Thinking Attributes:
  - Which object would've saved you the most time? (Analytical)
  - Which object was used most similarly to the way it was intended? (Structural)
  - Which object would've brought us together if we'd been stranded as a group? (Social)
  - Which object was repurposed in the most imaginative way? (Conceptual)
- If you could switch your object with someone in the group, would you? And which item would you choose?

# That's Me



## Time:

15 minutes

## Purpose:

To illustrate Expressiveness preferences through this introductory activity.

## Attribute(s) in Focus:



## Objectives:

- Distinguish how the Expressiveness Attribute might show up in daily life.
- Learn how similar or dissimilar your teammates are in their Expressiveness.
- Recognize how your Expressiveness preference shows up in the workplace or other areas of your life.

## Procedure:

1. Read each of the statements on the next page in the order they are provided.
2. After each statement, instruct participants to stand up and say, "That's me!" if the statement applies to them. Ask participants to pay attention to who is like them and who isn't.



*When using a digital platform, ask participants to start in gallery view with their videos off. If the statement applies to them, they turn on their video. In this way participants see who is like them and who isn't. When you are ready to ask participants the next question, have them turn off their videos again before proceeding.*



**Read each statement one at a time and pause, allowing participants to respond as defined above:**

- You have pets.
- You can play a musical instrument.
- You're a morning person.
- You like to cook.
- You tend to recharge your batteries alone rather than with others.
- You are comfortable with silence.
- You typically know what you're going to say before you say it.
- You typically prefer talking on the phone over texting.
- You are usually comfortable starting conversations with strangers.
- You use your hands to talk.

## Debrief:

The following questions may be used to debrief this activity.



*When using a digital platform, invite everyone to turn on their video to discuss the questions.*

- Considering the Emergenetics Profile, did you recognize the Attribute(s) that aligned with some of the statements?
- Which of the statements resonated with you?
- Do some of these statements align with your Expressiveness preference?
- Did you notice who stood/was on screen with you? Did you notice who didn't stand/wasn't on screen with you?

# EG Bingo



## Time:

30-45 minutes

## Purpose:

To illustrate Assertiveness preferences through this introductory activity.

## Attribute(s) in Focus:



## Objectives:

- Enhance understanding for better collaboration and productivity.
- Deepen understanding of the Assertiveness Attribute.
- Learn how similar or dissimilar teammates are in their Assertiveness.
- Reflect on how Assertiveness shows up in the workplace or other areas of life.

## Procedure:

### SET UP

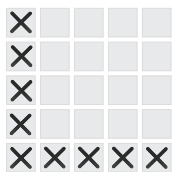
1. Each participant creates their own Bingo Card by drawing a 4x4 or 5x5 square on a sheet of paper (size depends on time available for the activity – use the 4x4 if you are short on time).
2. Each participant writes their Thinking preferences (Analytical, Structural, Social, Conceptual) randomly in separate boxes – only the Attributes they have as a preference.
3. Next, participants write their Behavioral preferences randomly in separate boxes, indicating both the third and the name of the Attribute, e.g., 1/3 Expressive, 2/3 Assertive, 3/3 Flexible.
4. To fill in the rest of the Bingo Card, participants will randomly select and write their responses from the prompts below.
5. Provide participants with the list of prompts below. There are more prompts than squares.
6. Participants should notify the group when they have filled in their grid completely. Notify the remaining participants when they have 30 seconds left to complete.

## PROMPTS - FILL IN ONE SQUARE WITH EACH ANSWER:

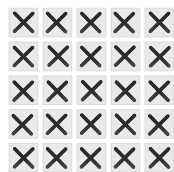
- Favorite color
- Favorite animal
- Month you were born
- Favorite sport (to watch or play)
- Favorite season
- Childhood career aspirations
- Favorite Olympic event
- Favorite movie genre
- Your best school subject
- Favorite recreational activity
- One of the seven dwarfs
- Favorite cuisine
- Favorite music genre
- Number of siblings you have
- Favorite candy
- Favorite board game
- Biggest pet peeve
- Favorite holiday to celebrate
- Number of pets you have
- Favorite fast food restaurant
- Your beverage of choice
- Sports team you support the most
- Favorite fruit

## GAME PLAY

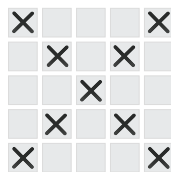
1. Determine order of play. Refer to page five for suggestions.
2. The first participant will pick a square, read the prompt and their response. If anyone has the same response, they indicate as such out loud and put an "X" on that box of their Bingo Card. Participants should take note of who is similar to them and who isn't.
3. The next person in line chooses a new square and proceeds as above. Questions can be repeated if the response is different. Rotate through this same order virtually. In person, you can choose to go to the left or right.
4. The winner is the first person to have a completed row of X's and yells Bingo. Alternatives for time:



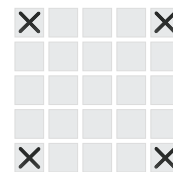
"L"



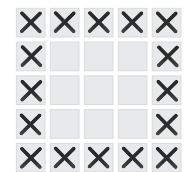
Blackout



"X"



Four corners



Picture frame

5. Responses should match exactly, but participants do have the option to challenge if they believe their response is similar enough. The team should collectively vote to decide if they will allow the response or not.

## Debrief

The following questions may be used to debrief this activity.

- Given it was a competition, did you notice your Assertiveness preference show up?
- When initially filling in your Bingo Card, did you feel scratchy when others started to finish before you, or if you had to wait for others to finish? Why?
- Were any responses challenged? Did challenging your team members or being challenged cause any scratchiness?
- Did you tend to keep the peace or were you direct with your opinions when responses were challenged?

# Normally



## Time:

15 minutes

## Purpose:

To illustrate Flexibility preferences through this introductory activity.

## Attribute(s) in Focus:



## Objectives:

- Enhance understanding for improved collaboration and productivity.
- Gain a deeper understanding of your Flexibility preference.
- Learn how similar or dissimilar your teammates are in their Flexibility.
- Reflect on how your Flexibility shows up in the workplace and other areas of your life.

## Procedure:

1. Ask the participants any variation of the following prompt: "It is [insert current time]. What would you normally be doing on [insert prompt below]? Be prepared to share out loud." Example prompts:
  - Your first full day of vacation
  - A Saturday
  - Your favorite holiday
2. Invite a volunteer to start. Allow each participant to share.
3. Next, ask the participants a second prompt, respective to the variation above: "Considering your response, pretend for a moment that [insert corresponding change below]. How does that change your plans?" Examples:
  - There is an inclement, unforeseen storm that rolls in just as you're about to start your activity.
  - The electricity in your home goes out for hours on end.
  - Additional guests that you weren't expecting have arrived along with your extended family.

## Debrief:

The following questions may be used to debrief this activity.

- Considering the Emergenetics Profile, did you recognize the Attribute(s) that aligned with this activity?
- What was your initial reaction to this unforeseen change?
- What would you consider as you respond to this change?
- How much of your energy does making this change consume? How difficult or easy was it for you to adjust your plans?
- How did your Flexibility preference align to your responses?

# Show Us Your Workspace



## Time:

20 minutes

## Purpose:

To illustrate Profile tendencies and to make real-life connections to the Attributes.

## Attribute(s) in Focus:



## Objectives:

- Enhance understanding for better collaboration and productivity.
- Learn to identify how people's Thinking and Behavioral preferences show up in everyday life.

## Procedure:

1. Ask participants, one at a time, to give the group a tour of their workspace. Be sure to include this in your agenda prior to the meeting for your participants that like to be prepared.
2. While observing their space, instruct the group to take notes of how any of the Emergenetics Attributes might be showing up in their colleagues' spaces.
3. After each tour, invite the group to share their observations.
4. Invite the participant to share their Profile to determine if any connections were made.

## Debrief:

The following questions may be used to debrief this activity.

- How did workspaces connect with Emergenetics Attributes? Give examples.
- Were there any surprises in someone's workspace given their preferences? Ask that person to explain if/how that part of their workspace connects to their preferences.
- How might you customize your workspace to align with your Profile in order to create a space that energizes you?

# Movie Pitch



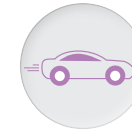
## Time:

20 minutes

## Purpose:

To illustrate Profile tendencies and to practice using Emergenetics language.

## Attribute(s) in Focus:



## Objectives:

- Increase self-awareness and enhance understanding for better collaboration and productivity.
- Practice talking about your Profile in a new way to increase understanding, enhance vocabulary and provide a new association/metaphor to reinforce Emergenetics concepts.

## Procedure:

1. Ask the participants to pitch a movie featuring a main character with their same Profile. Include genre and plot. They may also consider setting, time period or the actor that would play them. Alternative prompts could include:
  - Pick a movie, television or book character that they think shares their same Profile and preferences. Explain.
  - Pick a celebrity, athlete, author or other well-known person that they think shares their same Profile and preferences. Explain.
2. Inform participants that they will have 5 minutes to brainstorm and plan, and 3 minutes to present, including an explanation of how the Profile was incorporated. It'll be important to your Structural thinkers to adhere to these timelines.
3. Invite a volunteer to go first. Each participant will share their pitch.

## Debrief:

The following questions may be used to debrief this activity.

- Who liked this activity? What did you like about it?
- Who hated this activity? Which parts made you feel scratchy?
- Was it energizing or did it take energy to complete?

## Interested in **discovering more applications of Emergenetics** to support your work?

Visit [Emergenetics+](#) and [the Emergenetics blog](#) to find more resources to help you utilize our seven Attributes to strengthen communication, collaboration, performance and culture.

