

Bumper Clumper

- Possible Uses:** Icebreaker; initial focus on training topic; perception check of attitudes and opinions; evaluation exercise
- Participants:** Desired minimum of 15 (could be as few as 5, as many as 200)
- Time:** 20-40 minutes (depends on number of participants)
- Materials:** Index cards (about 5 per participant), flip chart paper, markers, masking tape

Rules:

1

Pass out 3 cards to each person.

2

Instruct participants to write one opinion on each card to complete a statement. (Example: "Training should...") These can be opinions held by the participants themselves or by others.

3

Take up cards and mix with handwritten "sweetners." (To make the procedure failsafe as well as to enrich it, prepare extra cards ahead of time, twice as many as there are participants.)

4

Redistribute 3 cards to each person. Instruct them to prioritize cards in order of their perceived importance. Meanwhile, the trainer should arrange all leftover cards, right side up, on a large table.

5

Instruct them to improve their hands to better represent their own thinking by exchanging cards with those on the table. They must always have a total of 3 cards.

6

Instruct them to improve their hands by exchanging cards with each other. (Optional rule: participants must hold hands to make exchanges, and once they take a hand they have to make an exchange.) Participants should try to see as many cards as they can.

7

Instruct them to form coalitions. Say, "Now you know something about what others value with regard to the topic. Let's see if you can find kindred souls who will agree as a group on a total of 3 cards, discarding all others."

8

Ask each coalition to make a "bumper sticker" (using markers and chart paper) based upon the 3 chosen cards which communicate the group's position.

9

Ask them to join in a large group show-and-tell. Each coalition should select a representative to read the 3 cards and to present the bumper sticker to be displayed on the wall. Discussion or reactions may follow.