

# Community Caring Workshop with Solutionfocus



- 90-minute workshop for any team or community,
- available online or offline,
- for groups of 6–24 participants

■ Energizer/Icebreaker 
 ■ Exercise 
 ■ Discussion/Debriefing

TIME			ADDITIONAL INFO
00:00 10m	<b>Group Counting Game</b>	Participants wander around the space counting together. One person says one number, the next one the next and so on: 1, 2, 3... continuing as long as <ul style="list-style-type: none"> <li>• no one makes a mistake by saying the wrong next number, and</li> <li>• no two (or more) people say a number at the same time.</li> </ul> If either happens, the counting restarts from the beginning.	Debriefing: What's needed for the counting to go well?  I've learned this game from <a href="#">Vargyas Juliska</a> .
00:10 20m	<b>Collecting Memories</b>	<b>(8 min) Pair conversation:</b> Participants recall three meaningful or memorable moments from the community's life - experiences that were important, stuck with them, or carried them forward in some way. <b>(8 min) New paireconversation:</b> After switching partners, they share three new memories or moments.	If someone is joining for the first time, they can ask their partner:  "What makes this memory special or meaningful to you?"
00:30 10m	<b>Sharing Round / Plenary</b>	Participants share what felt important to them from the memories they discussed - what they would like the whole group to hear, or any new moments that came to mind during the conversations.	Everyone may share one thing, and passing is always allowed. Or, in any order, anyone who wishes to speak may do so (there is no expectation to contribute).  After the round is complete, the facilitator asks: "While listening to the group, did anything else come to mind that feels important to add?"

**Facilitator's tip for transitioning to the next one:**

The fact that so many great, memorable moments have emerged here means we're doing something well. For example... (you can quote some of the things participants just shared).  
 Since we created all of this together: *How do we do it?*  
 If we say "honest atmosphere" or "psychological safety," what are the things we actually **DO** that make those possible?

00:40 10m	<b>Collecting Useful Behaviours</b>	<b>Groups of four:</b> Participants share the <b>specific behaviors</b> that make it possible for the community to function well and for the nice experiences mentioned before to emerge.	The facilitator may ask the small groups to write down the behaviors they identified.
00:50 15m	<b>Sharing Round / Plenary</b>	Participants share what they discussed and highlight what feels especially important. We can proceed team by team (each group or a representative names one behavior), or in any order, where anyone can offer anything they'd like.	The facilitator should ensure that each contribution includes a concrete behavior. For example: <ul style="list-style-type: none"> <li>• Participant: "We always give a warm welcome to anyone who is here for the first time."</li> <li>• Facilitator: "And how exactly do we do that?"</li> <li>• Participant: "For instance, when they're just walking down the hallway, someone goes out to meet them, greets them, and says: 'I'm glad you're here!'"</li> </ul>

**Methodological background:**

One of the core principles of the solution-focused approach is:  
*"If something you do works well, do more of it!" /Steve de Shazer/*

Participants talk all the time of the workshop in an appreciative, respectful tone about the things that someone (or several people, or even everyone) in the community does well. This encourages them to learn useful behaviors from one another and / or to continue them with greater confidence.

Strengthening and expanding these helpful behaviors naturally brings growth, development, and ease - so it's not always necessary to discuss what they would like to do differently. Talking about desired change might be a possible option, but the community's development and change can unfold *simply through recognizing and highlighting desirable behaviors*.

**Facilitator tip for transitioning to the next:**

The fact that we're able to make this community work in this way means that each of us contributes something to these behaviors. Everyone brings in something unique—

something perhaps only they can offer.

01:05  
13m

 **Fair of Contributions**

Participants write a skill or quality on a small card with which they feel they most contribute to the high quality of the community.

**(2×1 minutes) Pair conversation:** they share a moment or a good story in which this skill or quality clearly appeared. Something that “shone through” during their time with the community.

From here, the activity can continue in two different ways:

**1. Gentle version:**

After sharing their stories and the skill written on their cards, partners exchange cards.

With their *new* card in hand, they find a new partner and share their *previous partner's story*, “gossiping” about them in an appreciative, resource-focused way.

(Pointing at others while gossiping is allowed! 😊)

**2. Wild version:**

After sharing, partners exchange cards, then go find a new partner.

With their *new* card in hand, they now pretend that the skill written on it *is their own*, and tell a story about a moment when *they* demonstrated this skill or quality during a community encounter.

In both versions, participants move on twice, meeting two new partners, for a total of three rounds of conversation.

**Even more playful version: resource guessing**

The first participant in the pair who shares their story may *not* reveal what is written on their card. After hearing the story, their partner starts guessing which quality the story demonstrates. If they can't guess it, the storyteller reveals it.

The facilitator can ask the group which version they prefer. (Thanks to [Hankovszky Kati](#) for the tip!)


A version of this game comes from the [Solutionsurfers Team coaching](#) training.

 **Methodological background:**

Participants look for evidence in their own behavior that supports a newly “assigned” skill. Even if at first they might say that this new quality doesn't describe them, they will be able to find moments when they behaved in ways that match the description.

They begin to speak about themselves as *if* the quality were a characteristic of them, and during the pair conversation they may even find themselves saying: “*Actually... this really does fit me.*”

In this way, abilities and resources are (co-)constructed in a short, playful format.

 **Facilitator's tip for transitioning to the next:**

**Gentle version:** *Since we're already doing so well at “gossiping” about each other's abilities and contributions, how about...*

**Wild version:** *Now that we've gathered our own contributions, it might be time to talk about everyone else's, too!*

01:18  
10m

 **Gossips for three**

In groups of three, participants “gossip” to one another about what they appreciate in other members of the community. What they learn from them, what they've got from them, and so on.

Since everyone knows the gossip is appreciative, it's absolutely allowed to point at other groups while whispering!



Olyan tagokról is lehet sutyorogni, akik éppen nincsenek jelen.

A facilitátor bíztathatja a résztvevőket, hogy élvezzék a pleykát és nyugodtan mondjanak olyan dolgokat is egymásról, amelyek esetleg nem teljesen pontosan felelnek meg a valóságnak.

I've learned this activity at [Solutionsurfers Teamcoaching](#) training.

01:28  
2m

 **Good bye**

Participants stand in a circle, look around at one another, and think of one good thing about each person. They do not say these thoughts out loud.

The facilitator may point out that this exercise can safely be continued even after the workshop ends.

01:30

TOTAL LENGTH: 1h 30m