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# Three questions to inspire

your team,  
your students,  
and yourself

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# It's Up To Us: Navigating Change Through Community, Identity and Collaboration



## About the cards:

The "It's Up To Us!" cards set is designed to create conversations around the themes of "Identity, Community, and Collaboration," topics essential for groups to focus on to navigate change with success.

## Outcomes

- Inspire and re-inspire your team, students or staff
- Create ongoing successful collaborations
- Reconnect to meaning and purpose of the group
- Support individual and collective wellness and wellbeing
- Navigate change collectively with success!

## When to use the cards:

- At the start or at the end of meeting
- As part of a teambuilding session
- During a professional retreat
- To encourage a positive look at the progress of your team

## Materials needed:

- Cards
- Pen and paper for everyone
- Room arranged with chairs in a circle

# Suggested ways to use these cards:

1. Prior to the session, decide which card or cards will be used.
2. Have group sit in a circle. Ideally everyone will be sitting in chairs and not sitting behind tables or desks. It's best to have this set up ahead of time.
3. Show the card or cards to the group (have copies of the card/s for each person, or scan the cards and show them on a PowerPoint Slide).
4. For the Community and Collaboration question, have participants record their individual responses as a "we" answers.

For example, ***"I believe what is working is the fact that we are all committed to excellence..."*** or ***"We worked courageously together when..."***

For the Identity question, ask everyone to record his or her answer in the 1st person (I, me).

For example, ***"What gives me hope is..."***

5. Provide plenty of time for individuals to journal their answers, and encourage them to write enough to fill half a page.

**Hint:** The goal is to provide the time for people to reach their "second answer." The "second answer" can include ideas, answers, new ways of thinking or important insights that usually happen in quiet when we think we are done. So don't worry about the quiet or people finishing before others. Often in the quiet other deeper answers will emerge. Encourage everyone to attempt to get to the "second answer."

6. When they are done, invite everyone to return to the circle.
7. Ask everyone to share his or her answers with a partner or a few separate people. They can walk around the room discussing their answers with each other, or simply turn to a person next to him or her to engage in the conversation.
8. When completed, ask everyone to share out his or her answers to the questions to the team.

**Hint:** rather than have people answer in circle, invite people to share when they are ready.

9. To conclude, provide everyone a few minutes to record his or her answer to this question: What did these questions and our answers cause you to think about for our group and the work we do together?

10. Have everyone read his or her answer to a partner when they are done.
11. Invite 3-5 people to share their answers.





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There is no power for change  
greater than a community discovering  
what it cares about.

- Margaret Wheatley

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Dr William DeJean   
**INSPIRATION UNLEASHED**

For innovative organisations who want to continually inspire and re-inspire themselves for the important work they do for our world, Dr. DeJean's programs will help your team reach optimal potential.

Unlike traditional professional development, Dr. DeJean doesn't just help participants become more effective professionally: he helps them connect to why they do their work so they can reconnect to their greater purpose, support their wellbeing and renew their inspiration.

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