

The Compass Game

(online format)

Overview:

The activity includes:

- Identifying of one's style of work within a group.
- Thinking about the strengths and limitations of individual working styles.
- Sharing strengths and limitations with team members.
- Developing a common group value for all compass point styles, validating everyone's contributions while recognizing one's own limitations.

Participants:

The online version of Compass Points can work well for a small group of 2-6 participants.

Time Commitment:

From start to finish, Compass Points takes about 30-35 minutes.

Directions:

- 1.) Make copies and pass out the Compass Points worksheet.
- 2.) Part 1: Each member should individually and silently circle which direction in question 1 that they believe most accurately describes the way they work within a group. (It is important to make this distinction as we often work differently within a group than we do on our own.) (1-5 minutes)
- 3.) Next, participants should individually answer the questions about their direction. Remember: this part should be done without any discussion. (5 minutes)
- 4.) Part 2: The group should come together and members should share their individual answers to Part 1. (10 minutes)
- 5.) Finally, the group should discuss their opinions about the directions that make up their team. (10-15 minutes)

Part 1: Compass Game

1.) Circle which “direction” you think best describes the way you work within a group.

	North: Acting- Likes to act, try things, plunge in.	
West: Paying attention to detail- Likes to know the who, what, when, where, why, before acting.	Which one are you?	East: Speculating- Likes to look at the big picture, the possibilities, before acting.
	South: Caring- Likes to know that everyone’s feelings and voices are taken into account before acting.	

2.) Now, individually answer the following questions:

- What are the strengths of your style? (list four adjectives)
- What are the limitations of your style? (list four adjectives)

- What do others need to know about your style that will make our work together more successful?

Part 2: Compass Game

- 1.) Come together and allow individuals to share their responses to questions 1 and 2.
- 2.) As a group, discuss the following questions based on the information learned in question 3:
 - What is the ratio of different compass points in our team?
 - What do the number of directions present (or missing) say about how our team likes to work?
 - How can knowing this information be useful in our work as a team?
 - How can our team balance having fun, getting work done, and allowing for personal styles, too?
 - Is there a connection between the way you each approach your regular job and your personal style of working in groups? Are they similar or different? How about in your relationships with family/friends?