Zoom cards activity

Total activity duration: 30–45 minutes
Brief and setup: 5 minutes
For the activity: 15–30 minutes
Review and debrief: 10 minutes

Running the activity
• Explain the activity:
  – Each person will be given a number of images.
  – Without looking at each other’s images, the group must put the images in the correct sequence face down.
  – Explain that there is a link between all the images and that there are no duplicates.
  – Don’t let them know it’s called Zoom – it gives it away!
• Hand out images to each participant (make sure they’ve been shuffled beforehand). Encourage them to study the details of the image so this will help them put them in order.
• All the cards have to be handed out – because each one is a vital part of the overall story (there are 31 in total).
• Once they are ready, they can begin the activity.
• When the group believes that they have put the images into the correct sequence, the images should be laid on the table/floor in order, face down.
• Turn the images over one by one so that they can see if they got it right.
• If there are any mistakes, let participants correct the order and then go through the sequence again so that they understand the full story.

Rules
• Participants are not allowed to show anyone else their image at any point
• Participants are able to describe their image or demonstrate through actions – but they cannot show them at any point.
• As the sequence of images is agreed by the group, the cards should be laid down on the table/floor in sequence. Once a card is down it cannot be picked up again

Your role
• Observe the activity looking out for how individuals communicate with one another; does anyone take the lead, do they talk over one another, do they implement a process, what body language are you noticing, etc.
• If they are struggling, you can give them clues, withhold saying that the activity is called Zoom for as long as you can.

Learning outcomes
• How good conversation is critical to solving the problem.
• Communication – the five Super-Skills in action.
• Team work/collaboration.

Variations
• For smaller groups, you can give each participant more than one image.
• You can make the activity more competitive and measure team performance by the number of images that are in the wrong sequence.
• You can enforce a time limit to increase the difficulty.
• Remember that all cards have to be handed out for the exercise to work!

Debrief
The task is to draw out the five Super-Skills from the debrief.
• Presence – was everyone fully present and engaged during the exercise?
• Hyper-awareness – how were people feeling? How did that impact the exercise?
• De-coding – how skilled was the group at listening to all opinions?
• Voicing – did everyone contribute? Were all voices heard?
• Flow Control – was there a structure or a process to the conversation?
Zoom cards activity

Correct card sequence
Zoom cards activity

Suggested questions to ask

1 How was that?
2 What communication methods did the team use?
3 What did your team do well when you discussed the sequence of images?
4 What didn’t work? Suggest this was all about the team having a great conversation … subtly use this as a way to start teasing out the Superskills.
5 Presence
   Was everyone fully engaged?
   If not, why not?
   How did that impact on other members of the group?
6 Hyper-awareness
   Was there anything that frustrated you?
   How did that show?
   Could you sense frustration in others?
   How?
7 De-coding
   Did others in the team listen to your opinion?
   Did the group seek everyone’s input?
   Were people building on suggestions?
8 Voicing
   Did everyone have their input?
   How did you handle differences of opinion?
   Did one or a few people dominate the conversation?
   How did he others feel about that?
9 Flow Control
   Did anyone emerge as a leader?
   How did having a leader help?
   Did you agree on an approach to solve the puzzle?
   How did you keep focused as a group on the task and not get diverted?

Finally explain the origins of the exercise — a kid’s book called Zoom by Banyai Istvan.
Observations