

# THE TEAM MANDALA EXERCISE

The word mandala originates from the Sanskrit word for circle. A mandala can be described as any form of circular geometric design that contains symbols of a person's inner self, guiding principles, and overall ideas about the world. In this exercise the Team's combined "self" is discovered.

## PURPOSE:

- To discover and reinforce the strengths that each member brings to the team.
- To honor diversity as a team strength.
- To build confidence and leadership in each team member.
- To identify individual energies that can be shaped into synergy.
- To express the appreciation we have for each other.

## CHOOSE A MEETING LEADER

### STEP 1: ROLES ARE CHOSEN

5 MINUTES

Meeting Leader: Please appoint (or ask for volunteers) a Process Coach, Notetaker and a Timekeeper to assist you. It is very important that each take their roles very seriously. *This can be a very powerful team experience but you must assure the smooth movement of the team through the process.* Therefore, read through the activity very carefully before proceeding. Give Team Members 5 minutes to read the instructions. This will allow all members to fully understand the exercise before you begin. Participants should absolutely be sitting in a circle where they can see everyone else.

### STEP 2: PROCESS

40 MINUTES

#### 1. Secrets – 5 minutes

- The Notetaker draws the Mandala as shown and lists each members' name in an inner spoke of the wheel
- Leader asks members (going around the circle) to reveal something interesting about themselves that people on this team *probably do not know*.
- Notetaker lists these 'secrets' on the second ring of the Mandala (next to their name), as each secret is revealed. Write the secrets in one or two words (example: played tuba).

#### 2. Strengths (Private Brainstorming) – 5 minutes

- Leader instructs everyone to turn to their 'Team Mandala Worksheet' and complete Part One.

#### 3. Strengths made public – 5-10 minutes

- Leader facilitates each person sharing at least one of their strengths. (Notetaker puts in the 3rd ring.)

#### 4. Leader instructs everyone to complete Part Two in their 'Team Mandala Worksheet.' – 5 minutes

#### 5. Spotlight – 10 minutes

- Go around the circle (divide the time by the number of people on the team and only allow that much time per person). Each person is spotlighted.
- Share 'What I need to work on' = the one spotlighted shares any areas he/she sees in self that may need development in order to contribute to the culture change effort. (Notetaker records in the 4th ring.)
- Strengths we see and respect in each other – Before leaving the person spotlighted, other team members share strengths that they see about the person. (Notetaker puts in the 5th ring.)

### STEP 3: DEBRIEFING THE EXERCISE

3-5 MINUTES

Discuss how everyone felt.

# THE TEAM MANDALA WORKSHEET

## PROCESS - PART ONE

### STRENGTHS:

List those strengths that you feel you bring to the team.

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## PROCESS - PART TWO

### TEAM COMPLETES THE WHEEL:

List names of Team Members. List those strengths you see in other Team Members.

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### WHAT I NEED TO WORK ON:

List at least one area that you feel may need development in order to contribute more to the culture change effort.

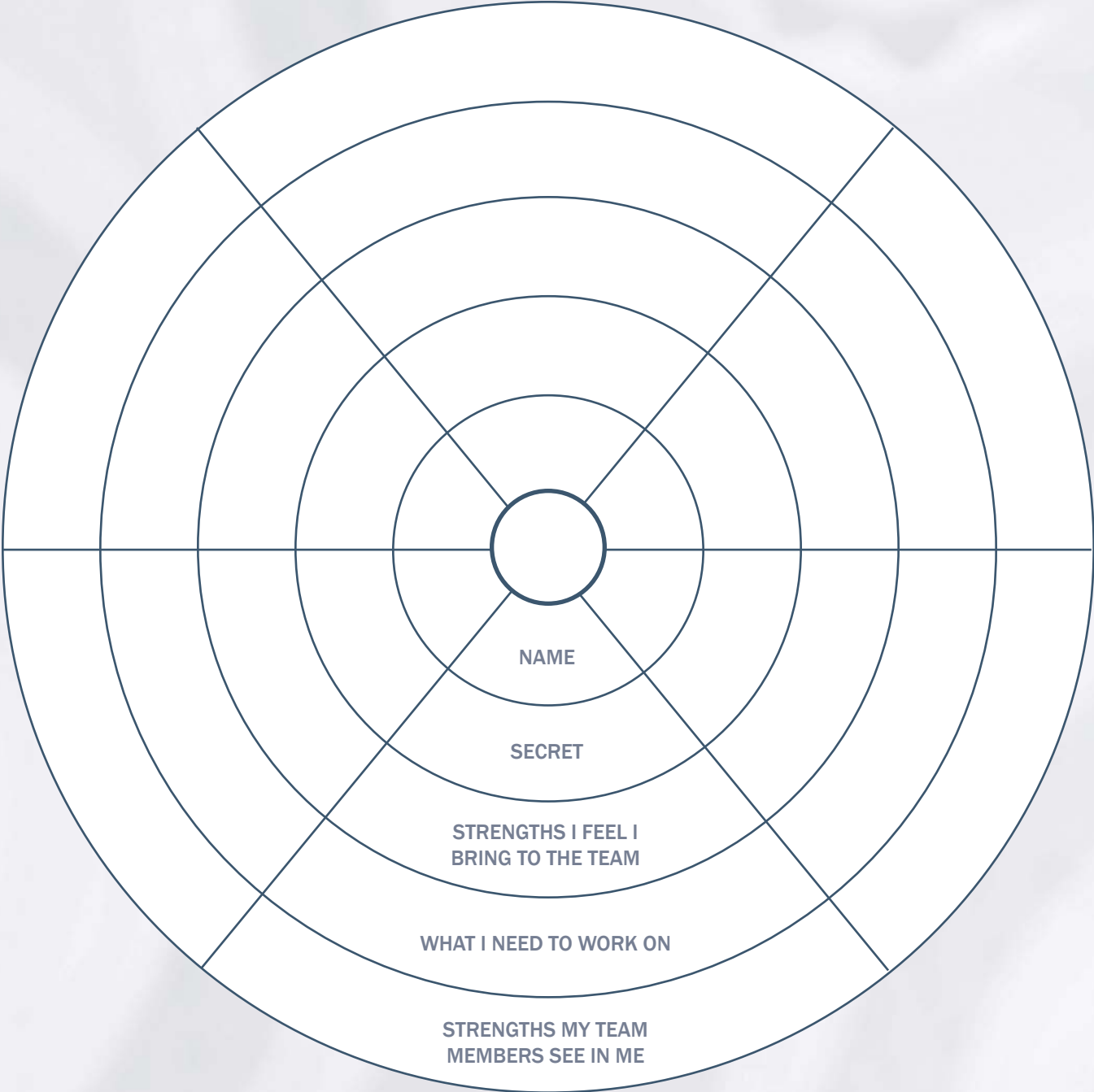
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# THE TEAM MANDALA DIAGRAM



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