



## Play Facilitation

*Guiding questions for deeper insights*

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**Facilitator Pulse:** self-reflect as the group plays the game...

- Are people having fun — smiling, laughing, in deep thought?
  - Does everyone seem open to keep playing? Are the disengaged able to be re-engaged?
  - Do you hear productive strategizing about how to improve process or results?
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**Why Questions:** position the reflection around seeking strong connection to the purpose and people behind the work...

- Did you enjoy this game? Do others agree? Why or why not?
- Where might you have changed your strategy or mindset to improve results?
- When did your actions affect others in the game?

**What Questions:** position the reflection around goals and metrics, as well as the skills and roles to succeed...

- What is one thing that would help your team members work with you better?
- Did this game give you ideas about how to better advocate for yourself? How so?
- What strengths and talents did you witness, and how could the team better leverage them?

**How Questions:** position the reflection around pathways and resources for accomplishing goals and future growth...

- How did the team organize itself around the rules and objectives?
- Did conflict or miscommunication affect the game? How might you address that for next time?
- Would more time, people, or resources have shifted the team's approach? How so?

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**Feel Questions:** position the reflection around sensory and emotional responses to certain options or ideas...

- Were you satisfied with the level of engagement from your team members?
- What made you feel respected and valued during the game?
- When did the game have the most energy? The most tension?

**Think Questions:** position the reflection around rational planning and communication methods...

- Did this game illuminate any patterns in how you give and receive information?
- How might it be helpful to know the preferences and tendencies of your colleagues?
- Could your team benefit from additional or more diverse perspectives?

**Act Questions:** position the reflection around the need to be in motion and see measurable progress...

- How did your team define success? What indicated you were on the right track?
- What game insights can you apply to better handle future times of crisis or uncertainty?
- Did this game give you any ideas about how to activate team skills and resources in new ways?