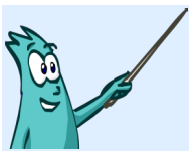


Gefühlsmonster® Exercises for Team Leaders and Supervisors

Hello and welcome to suggestions for team leaders and supervisors involved in staff training. If you would like to familiarize yourself with the Gefühlsmonster® cards we recommend to read the PDF file “Gefühlsmonster® –

First steps: Consulting and Training” that you will find on our website in the “Coaching” section. There we will help you to get to know the cards well enough that you can implement them with confidence.

1. Entry level exercise



Spread one of the larger sets of cards face up on the floor (even the cards that have not been laminated have a protective layer and can be used this way) and invite the group members to wander around the room from card to card.

“You are looking at 25 cards, called Gefühlsmonsters®, with depictions of emotions. Emotions are infectious. When you look at them mindfully while walking, you will easily notice which figures are connected to how you feel right now. Stop next to this card and think about its meaning for you.”

If the group is small enough you may have a dialog with each member about the significance of their card.



Even if there is more than one person with one card invite each one to share their insights.

For larger groups of 20 or more people invite each member standing at a particular card to share their thoughts with each other, then interview the group as a whole.



Please pay particular notice to persons standing on their own. Consider inviting them to find another suitable card with other members so they can exchange their ideas.



With this exercise you bring movement into the group right from the beginning and at the same time you receive information about who is motivated, who has reservations, or whose attention span is compromised (maybe by tiredness or personal or work-related problems preoccupying their mind). It is up to you to decide how many of these private topics will be addressed at this time. Often participants are grateful to be able to mention these concerning matters and can better concentrate on the tasks ahead after this exchange.

2. A Collection of Questions



- A large set of cards is spread face up around the room or inside a circle of chairs.
- The participants are told that although each card exists only once it can be chosen by more than one person. For this purpose the following methods works:
- Either each participant picks up their chosen card in turn and comments on the meaning of it for them.
- or, if all the cards (or a poster of them) are clearly visible to all members, the participants just mention the number of the card.
- Encourage the participant to relate the significance for each chosen card.
- The following questions can be implemented using the spread of cards or the flipchart poster. In the latter case you should use the self-adhesive labels in different colours.

Potential questions depending on the basis for the present event:

1. *"How are you feeling about being here today?"* (First card)

"How are you doing in general living your life?" (Second card)

2. *"How were you feeling at the beginning of this event?"* (First card)

"How are you feeling right now?" (Second card)

3. *"How are you feeling about the situation XY (i.e. Introduction of new software, start of a new project)?"* (First card)

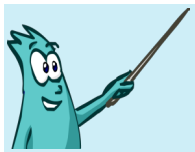
"How would you like to feel about the situation XY?" (Second card)

4. *"What are the three most important emotions for you as you leave this event? Please prioritize 1- most important feeling, 2- second most important and 3- third place emotion."*

Asking about the significance of each card here as well.

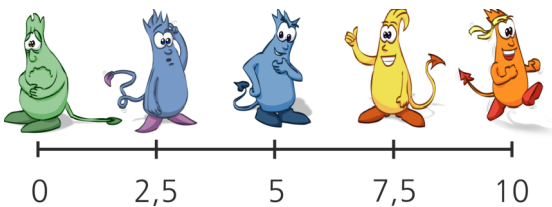
3. Questions for Using Cards on a Scale

The Gefühlsmonster® cards lend themselves well for images to represent a scale. Use those cards on the positions of the scale that seem most suitable for the given situation.

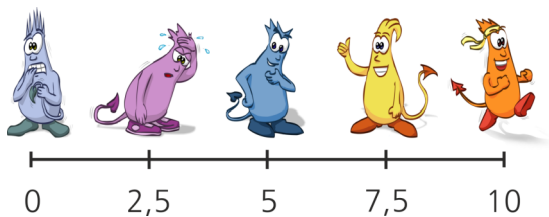

 Try to use one of the larger card sets spread out on the floor so that the participants experience the movement from level to level literally. Invite the group member to move from card to card mindfully until they get to the place that feels right.

Here some examples:

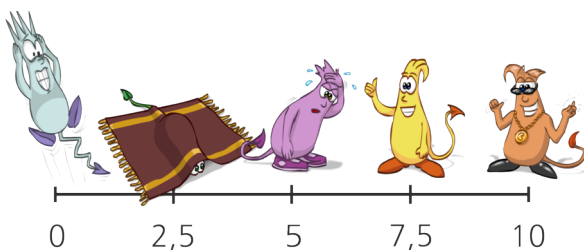
1. "How do you feel about tomorrow's event?"



Other scales for the same topic:



2. "How do you feel about the fact that your team has to present the new project to the upper management tomorrow?"



3. Or a question regarding the subject of "Ag-

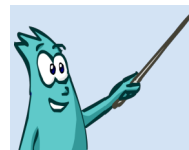
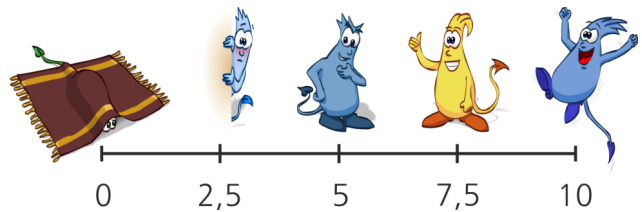
gression Versus Conflict Avoidance":

"Where would you place yourself in your private life and where on your job, when it comes to your readiness to deal with conflict? Is it head on or avoidance?"



Often this exercise brings aha moments to the participants when they realize that there is a discrepancy between their private and professional lives.

Suggested scale (left side avoidance, right side aggression):



If you don't have a set of cards available during your preparations you can use our Gefühlsmonster® scan on the computer to design the scale questions. In the blue field you can rearrange the cards until it feels right.

Let these examples motivate you to find scales that suit your own subjects. If there is enough room you can definitely lay out cards for every number from 1 to 10.

When you work at a table you could use the Gefühlsmonster® stickers to create your scale.

4. Game: Emotions Reversed

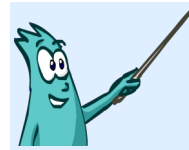
This game is as much fun for children as it is for adults. It lends itself to groups who desire an atmosphere that is joyful and whose members like to get involved in high-spirited games.

The Gefühlsmonster® cards are spread out face down on the table.

1. Pick a situation, for example

- Going to the movies/museum/home improvement store
- Going to a dance/swimming pool/soccer game
- Going on a first date
- Going to the dentist
- Inviting someone to a party
- Going to a job interview etc.

2. Person 1 picks a card and keeps it hidden from the others. Then, using the agreed upon topic, acts out the mood of the Gefühlsmonster® on their card appropriately.



Depending on the spirits of the players or the mood of the group the sentence can be simply spoken while sitting down or supported with movement, acting it out.

During the first round the cards are turned over, starting with the second round they stay face down and the other players have to guess which card it may be. It is helpful if there is an open faced set spread out or a Gefühlsmonster® poster to refer to if the players are not familiar with all of the cards.

Moving on to the next player.

3. Person 2 picks a card, continue as above.



Besides the fun that this game brings, it lends itself to widen your insights into your team members or your superiors in unusual ways.

5. Game: My Emotion, Your Emotion

The group is sitting in a circle, the cards are easily visible in the centre, the members are familiar with the cards.

The leader reads a short description of the situation out-loud. Easy ones as well as challenging ones, i.e.

- *You have been given tickets to the opera*
- *On your way to a presentation you discover a stain on your jacket*
- *You are given the task to organize the company's next big party*
- *A colleague criticises you during a team meeting*
- *Your friends surprisingly arrive, with plans for a game night*
- *And so on.*

The participants pick a card that they feel suits the situation and stand next to it.

- The persons or small groups mention why they chose the particular card.
- Afterwards the participants may suggest a situation for which others pick a Gefühlsmonster®

Variation:

(You need as many Gefühlsmonster® card sets as you have participants.)

The leader reads a short description of the situation out-loud (easy ones as well as challenging ones).

- Each participant pick a card they find suitable and puts it face down in front of them.
- Everyone uncovers their card at the same time and then takes turns explaining why they chose it.
- Depending on the leader's agenda there may be more thorough talks in small groups as well.



There needs to be no reason for the choices of cards. The objective of this exercise is the recognition and acceptance that there can be different emotions about the same situation. The members of the group also get to know each other better.

6. Game: Once Upon a Time



The leader tells a story, a fairy tale or recites a poem.

In small groups the participants pick a card for each of the characters and share their reasons for their choice.

Variation:

- The story or fairy tale with its charac-

ters is acted out by the players.

- Afterwards Gefühlsmonster® cards depicting each character appropriately are chosen and discussed.

We wish you helpful insights and lots of fun with the Gefühlsmonsters®—for yourself and for the people you work with.

Feel free to visit one of our workshops or invite us to experience the cards' applications first hand, before using them in your work field.

We look forward to meeting you!

The Gefühlsmonster-Team