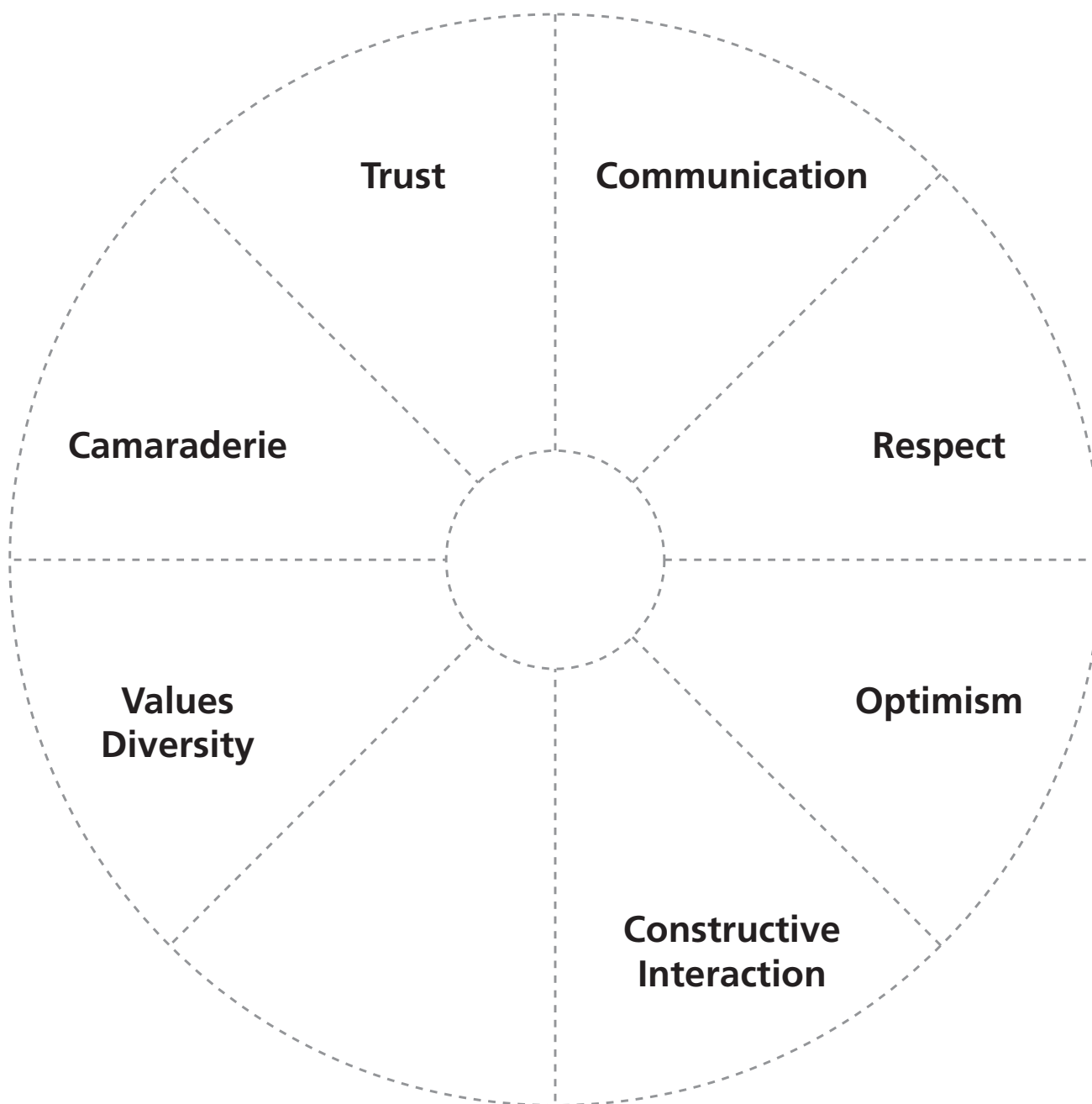


Positivity Wheel

*Team Diagnostic™
Seven Positivity Factors*



Positivity Wheel

This is an exercise that builds awareness of the Positivity factors and allows team members to experience the importance of each of them. The exercise also builds a stronger sense of the team and gives team members the opportunity to focus on one of the strengths.

Exploring the Positivity Wheel with a Team

1. Create an 8 wedge wheel and put out the 7 Positivity factors. Note: the wheel can also be used for other, similar purposes. You could also put out team values, or attributes from your Team Contract.
2. Create context. The Positivity factors create an intentional attitude and awareness. Each one is distinctive. Standing in the different factors will create a different experience — as if it were a different color or a different spice. Imagine you are new to color or spice and be exquisitely aware of what you notice as you sample each one. The Positivity factors give you a perspective — a way to view the world.
3. The team walks the wheel silently and samples each Positivity factor.
4. Each team member chooses one of the Positivity factors to step into and explore further. Which one are you drawn to? You're curious about, or it is somehow calling to you? It's okay to have more than one team member in the wedge; it's also okay to have empty wedges.
5. Coach asks team members, "Think for a moment about that quality. What is important about that? Not necessarily important to this team, but this quality itself — what makes it valuable? What's the consequence if it's missing?" If there is more than one person in the wedge those people have a short conversation.
6. Ask for a brief report. What's important about this?
7. Have a floor label prepared that identifies an important challenge for this team. It is timely and relevant. Place the label in the center of the wheel.

Have team members walk the wheel and consider how the challenge is viewed differently from the different Positivity factors. "What is different about this challenge, when you stand in the different perspectives?" Notice your attitude, your breathing, notice your posture.
8. Have people choose the Positivity factor they will be advocate for on this team. You will be vigilant to make sure it is present, speak up when it is not, and be a spokesperson for it.
9. When everyone has claimed a perspective the coach says, "Now complete this sentence out loud — please use the whole sentence: *You can count on me to...*" Coach: invite the team to say "thank you" after each person speaks.
10. When everyone has made a declaration, the coach says, "Thank you. This exercise is now complete. What is different on this team as a result of doing this exercise?"
11. **Optional:** Have people create action steps. What is one action step you can take in the next week to support your commitment?
12. **Optional:** Write down the names of the team members and the Positivity Factors they chose and give that list to the team for on-going reference. Invite the team to check in on that list from time to time.