



1h 00m

PLENUM AND
SMALL GROUPS

DESCRIPTION

Individuals' tolerance for risk varies widely. When working in difficult contexts, such as a humanitarian mission in close proximity to a war zone, it is important that team members can speak openly about the risks they are willing to face and decide together the level of risk they are comfortable taking as a group. Some may be willing to risk their personal freedom and safety to assist others, while others may not. This exercise is meant to start the conversation about team members' readiness to take risks for their work.



PREPARATION

Please read through the method, and think about whether you might need a trust or team building exercise before discussing the sensitive topic of personal risk tolerance.



MATERIALS

- Writing Materials



TOOLS

None



ORIENTATION



RISK AND RESILIENCE

STEP 1 INDIVIDUALLY:

Find a comfortable place and note down which risks you could potentially face (e.g. risk of personal financial instability, risk to your personal safety, risk to your personal freedom, etc.). What work related risks make you afraid? What level of risk do you feel comfortable taking on to achieve your goals?

[10 MIN]

STEP 2 IN SMALL GROUPS:

Share your thoughts on the risks around you. **[40 MIN]**

STEP 3 IN PLENUM:

Share the most striking commonalities, differences, and common themes you found in your small groups. **[40 MIN]**

Variation: If you are a small team (up to 15 members), have a round of sharing in the plenum.

STEP 4 IN PLENUM:

Discuss: What does this mean for us as a team and organization? Do we need to respect those with a very low tolerance for risk or do we allow each person to work at the level of risk that feels right for them? Do we have a collective red line (e.g., when it comes to personal safety, we don't take any risks) and minimum expectations of each other? **[30 MIN]**