



INCLUSIVE ACTIVITY

PAIR AND SHARE

DURATION: 30 - 45 minutes

PURPOSE:

This activity helps people explore similarities /common ground and respect differences. It contributes to a sense of authenticity and belonging.

PREPARATION:

You can run this activity in person or remotely in a team meeting, whichever suits your team or working pattern.

Option 1 will require a paper and pens

Option 2 for will require breakout rooms in Teams

STEPS:

Option 1: face to face

1. Divide people into pairs or small groups.
2. Challenge the pairs/groups to find 1 to 4 things they all have in common and 1 to 4 things that are not common to them. People capture things on paper.
3. Each pair/group feeds back to wider group
4. Reflections/thoughts from people

Option 2: remote

1. Explain how the activity works to the whole group
2. Assign people to breakout rooms (you can either choose a room to join or drop into each group for a period of time)
3. Follow steps 2 – 4, bringing people back to the main meeting room for steps 3 and 4.

SUGGESTED FOLLOW UP ACTIVITIES:

- Create a picture of the team similarities and differences
- Reference similarities/differences in 1:1 meetings, team meetings encourage people to reflect on potential solutions to problems

@Vantage Circle 2024

INCLUSIVE



“We celebrate our diverse culture where everyone’s contribution is welcomed and valued.”

WHAT ROLE MODELS DO:

- **Respectful** - Understand differences & respect Individuality.
- **Authentic** - Strive for honest & genuine interactions.
- **Diversity Champions** - Invite & listen to the views & opinions of others.

LEADERS ALSO:

- **Respectful** - Create team environments where it feels safe to ask questions, share views, & challenge non-inclusive situations.
- **Authentic** - Are consistent & transparent with how colleagues are led & motivated.
- **Diversity Champions** - Ensure a diverse range of people are involved with making decisions or generating ideas.