



# Contributions and downsides

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This exercise can work well with any of the preference pairs. It is particularly helpful when there are a relatively equal number of people with opposing preferences, and they would like to appreciate and work more effectively with the opposite preference.

### **Applications:**

- Valuing diversity
- Teambuilding

### **Type preferences studied**

- Any preference pair

### **Time required**

- 20 minutes

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## Materials required

- Flipchart paper and pens (one per group)

## Instructions

- Split the group into the two opposite preferences (e.g. Ts and Fs).
- Ask each group to draw the grid on the following page on their flipchart.
- Then ask each group to fill in points in all four sections.
- They can work through the sections in any order they want.
- Each group then presents their flipchart back to the room.
- Debrief on the way each group views the opposite group's points.
- Draw out differences in the amount of content, as well as the energy for each section.
- Discuss how the two groups can value each other and work more effectively together.

	Contributions	Downsides
T		
F		