

# ENERGY GAME

## Summary:

- This game helps participant assess their own energy various workplace tasks such as “writing a report” or “making a public presentation.” It serves as an introduction to a discussion on personality, competencies at work, or engagement.

## Objectives:

- Gain awareness of how individuals need different levels of “energy” to perform different tasks.
- Connect personality traits, work tasks, and energy.

## Instructions:

- Divide participants into groups of 4-5.
- Each participant should receive a copy of the list of tasks on page 3 of this handout.
- Say something like: We all know that not all activities are equally comfortable to us. Some activities are downright draining –you get exhausted as you try to complete them! Others are energizing – you are able to engage in them for long periods of time. The list you just received includes a series of tasks. Your mission, as a group, is to categorize all tasks as “energizing,” “natural,” or “draining.”
- Add that simple voting is not allowed. Participants must discuss their reactions to each task and come up with a common “consensus” answer.

## Tips:

- If possible, divide participants into groups with diverse personality traits and styles – this will make the exercise harder!
- Encourage a competition – maybe have a prize for the group that finishes the fastest

## Debrief:

Of course, participants are likely to be frustrated – it is practically impossible to completely agree on where to place the cards, unless the group is extremely homogeneous. During the debrief ask participants questions such as:

- How easy/difficult was this exercise? Why?
- What did you learn?
- What could you do to solve the problems identified by this exercise?
- What does this exercise have to do with (add here the topic covered by your program)?



For information on our theme-based programs on personality, engagement, leadership, diversity, and team development, please contact:

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## The Energy Game

- You have 10 minutes to categorize these tasks as:
  - E - Energizing – these tasks give you energy and enthusiasm
  - N - Neutral – these tasks are “ok”
  - D - Draining – you can complete these tasks but they make you tired
- You must come to a consensus.
  - Participating in meetings
  - Leading meetings
  - Networking with people I do not know
  - Brainstorming ideas with the team
  - Participating in conferences
  - Making a presentation to a large group of people
  - Developing a presentation
  - Solving technical problems
  - Managing conflict
  - Coaching others
  - Organizing my office
  - Planning a complex project
  - Reviewing the details of the project plan
  - Correcting someone else’s project plan
  - Working with people from a culture very different from my own
  - Completing detailed reports
  - Reviewing financial reports
  - Preparing a budget
  - Making a sales presentation
  - Creating a marketing plan
  - Helping a customer solve a problem
  - Calming down a nervous customer
  - Interviewing new candidates for a position
  - Following up on a delegated task
  - Listening to a lecture on a new theory or model
  - Negotiating with union members
  - Influencing C-level leaders at my organization
  - Designing an original training program
  - Reviewing someone else’s training program
  - Facilitating the same training program several times in a row