

## **Guide to Using People Science Relationship Makers**

People Science exercises are applicable to a wide variety of situations. They can be used in large groups, in small groups, in a few minutes, or over the course of weeks. However, the end goal is the same: to build relationships. People Science exercises are specifically designed to build and strengthen **relationships** in a given group of people. To maximize the effect of these exercises, please follow the following guidelines:

### **1. Focus on relationships**

Relationships are the backbone of all People Science activities, and are best built when we are actively focusing our energy on using these exercises toward that purpose. Do not gloss over the relationship building aspect of these exercises – that is where our impact truly lies.

### **2. Combine and iterate**

These exercises can be used as stand alone activities, but feel free to combine two complementary exercises if you have the time available! Many of these exercises can be very successful used together or in the course of the same gathering.

### **3. Help us improve**

As you begin to use these exercises, please help to improve the quality of these. Comment, rate, send feedback, provide ideas, or alternative options. Share with others what worked and what didn't work . Please

send all ideas/options/edits to [info@peoplescience.info](mailto:info@peoplescience.info)

Thank you so much! And Enjoy!

Keep the People Science **Principles** in mind at all times:

- Intentionally connect people to make an impact
- Use data and artificial intelligence to achieve these interconnections
- Change the way we have conversations -intelligently network your knowledge and relationships
- Apply data-based Design Thinking to organizational structure

An open source change platform: intentional relationships can empower re-wired communities to drive exponential impact. Models and implementation design curated by [The Value Web](#) & paid for/sponsored by [Way Better Work](#). Relationship Maker Exercises licensed under a [Creative Commons Attribution-ShareAlike 4.0 International License](#).

## 3 Things that Need to be True



## **Timing**

<5 minutes

## **Purpose/Objectives - Quick Description**

By establishing what needs to be true at a personal level, you can set the bar for what the gathering can accomplish (you can do this with professional things that need to be true as well)

## **Process**

1. Introduce the exercise to the participants. Possibly include:
  - a. 3 of your own
  - b. A few examples of good ones
  - c. The importance of not thinking too hard

- d. Reduce need to 3 preferences to soften the exercise...
  - e. Use the 3 Things I Know to Be True Poem for inspiration <http://youtu.be/0snNB1yS3IE>
  - f. The difference between being passionate about something versus invested in
2. Ask each person to write down 3 things that need to be true. Decide first if it is:
    - a. Personal
    - b. Professional
    - c. Objectives related to the gathering or from a larger perspective
  3. Do this in silence and give them at least 30 seconds
  4. Ask them to join a People Science group or turn to the person sitting behind them (not the person next to them as they probably already know that person) and share their truths
  5. Debrief by asking a few people to share. If they are willing to share the significance behind the truths, it will improve the depth of the room

## **Logistics**

Paper and pens for all participants

## **Cool Possibilities/Options**

- You can continue the 3 truths theme at intervals with different topics. For example, 3 truths for success of a specific project
- Post the “truths” around the room for viewing throughout the day

## **People Science Data Capture:**

If you have a knowledge weaver or digital capture mechanism be sure to get everyone’s truths and who they

shared with

## **Tags**

<5 minutes, elephants, front of the room, givens, passion, small groups, Truth

## **Source:**

Unknown

Popularized by Sarah Kay's 2011 TED Talk