

## **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)

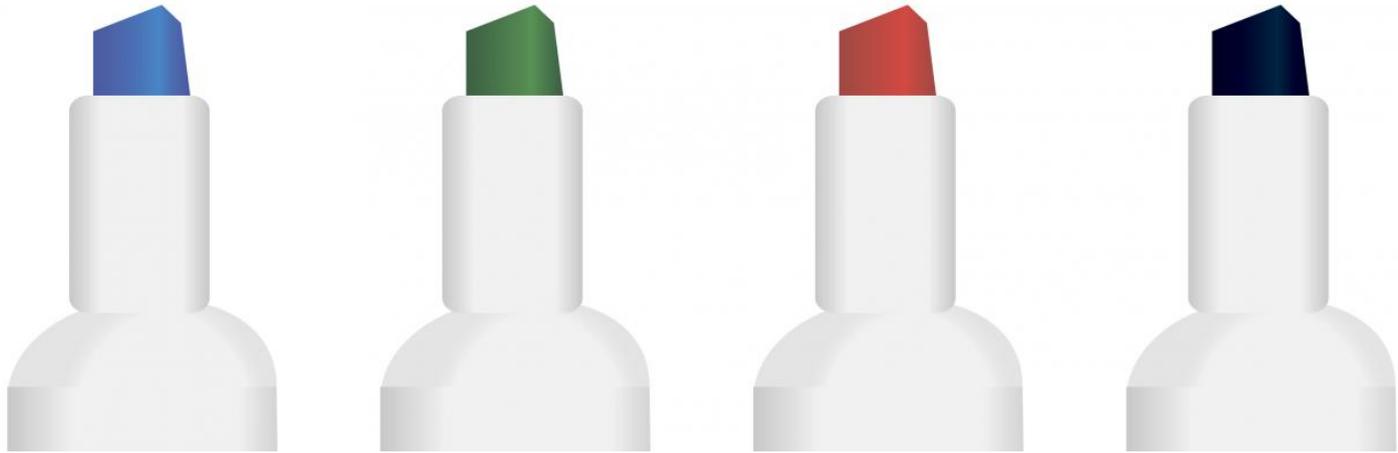
Thank you so much! And Enjoy!

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](#).

## 4 Markers for Your Odds



## **Timing**

<5 minutes

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

Using 4 markers or objects, instantly highlight the importance of group memory, idea retention and more.

## **Process**

1. Hold 4 markers in your hands
2. Ask the audience “What happens if you lose one?” For dramatic effect, literally drop the marker
3. Accept the range of answers. And then share how with just “one less color, one less option, you lose 75% of your choice”
4. Then ask “what happens when you take away one more?” Accept answer. Another 65% of your options

disappear

#### 5. Debrief why this is important

1. Ask what happens when a leader/executive lectures a group. (hint: think of executives as markers... and you are just holding one marker!)
2. Discuss the impact of “group think” and its negative ramifications
3. Share research around “brainstorming” and make comparisons to the effect and numerical failure by night highlighting each individual person/each individual color!
4. Discuss the importance of keeping options open
5. Discuss the importance of diversity
6. Discuss the importance of using color and not black and white, practically and metaphorically

If you really need to explain the math:  $4 \times 3 \times 2 \times 1 = 24$  So by taking away 1 color, you lose 75% of your color combination options. Similarly,  $3 \times 2 \times 1 = 6$  And then you lose another 65% of your options

## Logistics

Have 4 different colored markers on hand

## Cool Possibilities/Options

- Use in conjunction with brainstorming and other groupthink exercises
- Use the Jeff Bezos Amazon 2 pizza rule instead of 4 markers: <http://blog.idonethis.com/two-pizza-team> Check out the image part way through!
- Use Wolfram Alpha to compute other interesting statistics for markers or team sizes. Did you know that 50 people produce 3.5kW of heat! <http://www.wolframalpha.com/input/?i=50+people+combinations>

## **People Science Data Capture:**

Not recommended

### **Tags**

<5 minutes, choice, color, diversity, front of the room, markers, odds, options, probability

### **Source:**

Unknown

Commonly used for a long time at ihhp.com