



Best Facilitator Tips Chicago, 2016

- **Speed Dating:** have participants sit or stand across from each other in a line. One side talks, the other side listens for a designated amount of time (1 to 2 minutes) about a given problem or project. The "talkers" are told that the "listener" is a given primary color and that they are to talk with that person in their preferred color to help them resolve the problem or project. After the 1-2 minute has expired, the talkers then move down the line one person and become the listeners...you do this through all the color spectrum.
- **Find Someone Who-Scavenger Hunt: Good Warm Up**
- I try to keep the group moving & not sit to long.
- **Trust the Process**
- Weave into your session something unique to the group or organization you're presenting to. Whether their mission, values, vision, goals etc.
- **Read a lot on a variety of topics, be present, and be yourself**
- Smile, relax, focus, and enjoy
- **Get participants to share their stories and how it relates to their colors.**
- The power is in the debrief.
- **Be yourself and value people, It's All About People**
- Approach/reach each color (person) where they are as this is their comfort zone for best results.



➤ **Reframe!**

- Secure as much space as possible for True Colors sessions and that the larger the numbers, the larger amount of time needed for debriefing the bright and blended color activities as the discussion will be rich.
- **Do not use much text at all on PowerPoint or Google Slide presentations**
- Create an ice breaker that can be referenced in a fun way after colors are known
- **You have to love to do this training to keep the energy up in your groups. Training is like a giant mystery always discovering the nuances of each new group. This keeps me fresh and interested in the process.**
- Know your audience
- **Being flexible to allow the unexpected to happen**
- Enjoy the experience!
- **Make it fun**
- Help people connect with others
- **Engage the Group to remove any barriers & be transparent before completing the color**
- **Learn while you present! Keep an open mind and seek to understand!**
- Watch your audience, they will give you all the tips and tools you need to reach them. They're colors will and do shine through ALWAYS

