

How to run a **Yes, And...Circle**

Everyone says "Yes And..."

Layer upon ideas and add ideas to achieve the desired outcome.

Use the Yes And... ball

Throw the ball around keeps everyone present and listening. Since you never know when you may get the ball.

Stand in a circle

Standing generates the most engagement and best ideas. Breaks the pattern of meetings.

Listen for the gold

Practice listening for the best in what everyone says. Avoid getting triggered by "how" someone reacts or says something. Instead listen for the best in what others say.

Ask a question

When the conversation starts to slow or stall. Our brains love to answer questions.

Use "What" and "How" open questions

Start + guide the conversation. Throw the ball around 1-2 times to explore starting questions.

Avoid "can" and "do" closed questions

Since they often lead to pointless debate of participants' opinions.

Avoid "why" questions

Only 17% of people prefer why questions. Most people feel judged. Reword questions with "what" or "how" instead.

Avoid "but"

"Yes, but" is a no. But negates what came before.

Keep the ball moving around

Throw to participants who have not contributed recently. Avoid ball hogs.

..... Different types of **Yes, And...Circles**

Idea Explosion! Circle (10 - 12 minutes)

- Teams generate **30 to 40 potential ideas** in less than **10 to 12 minutes**. Fun to count how many ideas get identified in 10 minutes
- **Improved with** visual timekeeping, scribe(s) to capture on flipcharts
- **Remember** all ideas get captured, versions of ideas get captured
- **Follow up** with an Idea into Action Circle

Idea into Action Circle (5 - 7 minutes)

- Teams link potential ideas into a specific broader strategy/tactic. Whole team layers on the one idea to translate one idea into an action plan
- **Improved with** index cards to capture action steps and visual timekeeping
- **Remember** all people describe actions, someone captures and order cards as you go
- **Follow up** with an Alignment Exploration Circle on how to measure progress/results

Alignment Exploration Circle (8 - 15 minutes)

- Everyone shares their perspectives, listening and layering on others' perspectives. Soon everyone understands the challenges deeply enough to find the right solution
- **Improved with** trust. Great questions that begin with easier to answer ones then whole team. Allow everyone to share freely
- **Remember** to consider multiple perspectives like customers, vendors, volunteers, other impacted teams + leaders
- **Follow up** with an Idea into Action Circle