



College FOR Club Guidelines

FORWARD

Darrell Scott
Rachel's father

In the early years of our program we saw the deep impact Rachel's story had on audiences. There was an evident change in the climate of a college campus that would last for weeks. However, we saw a need for more than just a temporary climate change. We saw the need for a long lasting cultural change.

The Friends of Rachel (FOR) Club has become the core vehicle for a lasting cultural change on college campuses across the country.

This guide is a vital component to help implement cultural change in your college for the long term. The principles ingrained in the following pages came from the actions, writings, and heart of my daughter, Rachel.

The guide consists of thought provoking challenges and habit changing exercises to ensure a long lasting chain reaction of kindness and compassion. From becoming a "1st Initiator" to learning how to "see through" instead of "look at" your circumstances, your life can be transformed by the application of these principles.

Keep in mind that the FOR Club is your college's program. It belongs to you, not to Rachel's Challenge. It is run by you, not us. We are here to help you implement the principles that are submitted and suggested.

We cannot physically be there for your activities and discussions, so it is your responsibility, not Rachel's Challenge, to ensure the emotional, mental, and physical well-being of all students who choose to become involved in your college's FOR Club.

Also understand that this is a guide to help you reach the goals of kindness and compassion. Everything is submitted as suggestions and guidelines, not orders and rules. If you read the words, 'must' or 'should' accept them in the spirit in which they were written, as suggestions, not commands.

It is our goal to see your students want to start and continue chain reactions of kindness and compassion.

On behalf of Rachel, our family, and the entire Rachel's Challenge organization, we wish you the best in life.

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My Ethics, My Codes of Life

Rachel Scott period 5

you express
yourself w/ a sense
of voice and
originality
solid
organization
will
enjoyed
reading
this

Ethics vary with environment, circumstances, and culture. In my own life, ethics play a major role. Whether it was because of the way I was raised, the experiences I've had, or just my outlook on the world and the way things should be. My biggest aspects of ethics include being honest, compassionate, and looking for the best and beauty in everyone.

I have been told repeatedly that I trust people too easily, but I find that when I put my faith and trust in people when others would not dare to, they almost never betray me. I would hope that people would put that same faith in me. Trust and honesty is an investment you put in people; if you build enough trust in them and show yourself to be honest, they will do the same in you. I value honesty so much, and it is an expectation I have of myself. I will put honesty before the risk of humiliation, before selfishness, and before anything less worthy of the Gospel truth. Even in being honest and trust worthy, I do not come off cold and heartless. Compassion and honesty go hand in hand, if enough of each is put into every situation. I admire those who trust and are trust worthy.

Compassion is the greatest form of love humans have to offer. According to Webster's Dictionary compassion means a feeling of sympathy for another's misfortune. My definition of compassion is forgiving, loving, helping, leading, and showing mercy for others. I have this theory that if one person can go out of their way to show compassion, then it will start a chain reaction of the same. People will never know how far a little kindness can go.

It wasn't until recently that I learned that the first and the second and the third impressions can be deceitful of what kind of person someone is. For example, imagine you had just met someone, and you speak with them three times on brief everyday conversations. They come off as a harsh, cruel, stubborn, and ignorant person. You reach your judgment based on just these three encounters. Let me ask you something...did you

ever ask them what their goal in life is, what kind of past they came from, did they experience love, did they experience hurt, did you look into their soul and not just at their appearance? Until you know them and not just their "type," you have no right to shun them. You have not looked for their beauty, their good. You have not seen the light in their eyes. Look hard enough and you will always find a light, and you can even help it grow, if you don't walk away from those three impressions first.

I am sure that my codes of life may be very different from yours, but how do you know that trust, compassion, and beauty will not make this world a better place to be in and this life a better one to live? My codes may seem like a fantasy that can never be reached, but test them for yourself, and see the kind of effect they have in the lives of people around you. You just may start a chain reaction.

College FOR Club Mission Statement

Fulfilling Rachel Scott's goal to start a chain reaction of kindness.

College FOR Club Details

FOR Clubs are groups of people that have come together to maintain and increase the momentum of Rachel's Story by continuing the "chain reaction" of kindness and compassion. These Clubs end up being catalysts in creating a "culture change" on a college campus.

Rachel's Challenge recommends dividing the FOR Club into multiple clubs of 10-15 people since scheduling conflicts usually prohibit everyone from being able to meet at the same time every week.

The entire FOR Club (all members of the multiple clubs) is encouraged to meet once a month at a time that is convenient for everyone. Rachel's Challenge has found that Sunday evenings tend to be a good time for everyone to get together.

The FOR Club Director will lead the Clubs. In other words, there will be one Director for the entire club. Each individual club will have a FOR Leader. Both of these roles are discussed in more detail in the **College FOR Club Roles/Committees** section.

College FOR Club Purpose

- The College FOR Club's main purpose is to unite the many groups/clubs on campus. Many clubs on college campuses do charitable events that help a multitude of people. The FOR Club helps unify clubs to bring the campus together. Organizing massive charitable and unifying events that include most, if not all, clubs is where the FOR Club can make a huge impact.
- College FOR Clubs are also responsible for helping create an Atmosphere of Kindness. This includes putting posters, banners and other visual aids around campus to promote kindness, compassion, or any other value. Foundation for a Better Life, a non-profit organization, has the largest billboard campaign in the world; they make these billboards available in poster form for free. Just go to www.forbetterlife.org to place an order.

- The final purpose of the College FOR Club is to perform little acts of kindness on a daily basis. Rachel Scott encouraged everyone to not forget about the “little things” we all can do to help others.

College FOR Club Requirements

Each student should fulfill these requirements in order to be a part of the College FOR Club. Hand out these requirements during the first meeting:

1. I agree to be committed to the FOR Club.
2. I agree with Rachel’s goal to “start a chain reaction of kindness and compassion.”
3. I agree to participate with others in the FOR Club whenever possible
4. I agree to accept and follow the directions of the FOR Director and FOR Leaders.
5. I agree to express my appreciation to those I love on a regular basis

Outreach Projects

One of the main roles of the College FOR Club is to support specific causes that impact the people on your campus and in your community. For example, if someone becomes ill it is up to the FOR Club to come together to give support: make dinners, deliver food from the dining hall, arrange for note-takers, raise money, write cards, etc.

Your Club can also impact the community by putting on a food, clothing, or blanket drive for a local agency in your area. You may even want to adopt a local agency and continue the collection indefinitely. Some colleges have raised money for the Red Cross when a hurricane, tornado, or earthquake has touched down in the US. Be creative! Come up with your own unique projects that will spread the chain reaction. Your ***Club Unification Committee*** can help make these projects even bigger if other clubs are involved. Rachel’s Challenge recommends doing one project every 1-3 months. Some projects take a little more time to put together. The Rachel's Challenge philosophy is *Quality over Quantity*.

These Big Events or projects are great ways for your college to come together for a similar cause. There are many things that separate people, but there are ways to be unified. A good cause will surely bring everyone together.

Examples of projects or events can be found in the **Outreach Project Examples** section.

Weekly Meetings

Rachel's Challenge recommends that individual FOR Clubs meet once a week for 30 minutes. It is also recommended that all of the FOR Clubs meet once a month to discuss the impact the entire club is having on the campus. This is not a firm rule, but it is important to meet as often as possible in order to maintain the momentum...*Out of sight, out of mind.*

The meetings should include the following:

- Icebreaker-start each meeting with some sort of an icebreaker or attention getter. Fun mixers are great to open up meetings. Foundation for a Better Life Public Service Announcements and other inspirational videos are also great discussion starters.
- Discussion about the previous week. What acts of kindness were performed? How did they impact the recipients?
- Discuss any Outreach Projects that you are involved in.
- Discuss the Chain of Kindness (Details to follow). Make sure each department has a chain and that it is growing. Discuss the highlights from the previous week.
- Encourage students to do Target Letters (Details to follow). Discuss the Target Letters from the previous week.
- Have time for all of the committees to get together and discuss their duties (Committee details to follow).
- Discuss the weekly goals from last week and choose a new weekly goal. A list of weekly goals is below. Feel free to add some of your own.

College FOR Club Roles/Committees: The following are recommended roles for your College FOR Club. These are suggestions.

- **FOR Director:** This person will lead the entire FOR Club. The FOR Director is in charge of setting the agenda, leading meetings of the entire FOR Club, making announcements, and delegating responsibilities when necessary. The FOR Director also needs to communicate with all FOR Leaders on a regular basis.
- **FOR Leaders (1 person per individual FOR Club):** Each FOR Club should have 1 FOR Leader. This person runs the meetings and delegates responsibilities. It will also be important for all of the FOR Leaders to communicate with the FOR Director on a regular basis.
- **Historian (1 person per Club):** This person is to keep a journal that will be passed down from year to year to future Clubs. This journal should include Club goals, accomplishments, and any other information deemed important. Along with keeping a journal, this person is also in charge of taking pictures during the outreach projects and maintaining a photo album and/or a scrap book. Feel free to take it a step further and create a FORspace site (accessed through www.rachelschallenge.com) and blog about the club, post pictures, etc.
- **Club Unification Committee (4-6 people per Club):** This committee is responsible for creating relationships with as many other campus clubs as possible. Creating unifying events and organizing club president meetings will encourage all clubs to work together for a similar purpose: helping others through kindness and compassion.
- **Marketing Committee (4-6 people per Club):** This committee is responsible for making and hanging posters with quotes from Rachel or other sources around the campus. This helps create an AOK...Atmosphere of Kindness. They also have the task of getting the word out for Outreach Projects that are on the horizon via fliers, posters, emails, etc. This committee may even want to alert the media or businesses so they can play a role in the projects.
- **CIA-“Compassion in Action” group (4-6 people per Club):** This select group of undercover agents seeks out behaviorally at-risk students and students that need attention and performs acts of kindness for them. The bottom line is these students are out to perform acts of kindness on a daily basis, no matter who they are for. This committee should strategize about how to approach people, who to perform kind acts for, what acts to perform, etc. The acts do not need to be large; a simple “hello” or conversation is

often enough. It is up to the CIA members to maintain their group and come up with ideas.

Targets of Kindness

Your College FOR Club members should be encouraged to write Target Letters every week or month to different people. Some suggestions are **RA's, Residence Hall Directors, Professors, dining hall workers, cleaning staff, campus staff, etc.**

This letter writing project can take place inside and outside of club meetings. Use this letter to show appreciation for the work that these people do on a regular basis to keep the college functioning.

Feel free to take this project to the next level by doing some of the following:

- Create 'thank you' posters with their names (and possibly pictures) and hang them in places that they will be certain to see.
- Make an announcement over the intercom system expressing appreciation for this person.
- Invite a small number of them to each weekly meeting during the month and have one of the group present a letter of appreciation to each one followed by applause.
- Make them honorary FOR Club members by presenting them with wristbands or other items.
- Buy this person lunch one day and eat with him or her. You may learn something about this person that you never knew.
- Make sure that during the month, you have verbally said, "Thank you" to this person. Sometimes this is the toughest thing to do because it is face to face, however it could be the most meaningful.

Ongoing Project: Chain of Kindness

The Chain of Kindness project promotes kindness and compassion throughout the office.

Construction:

- The Chain of Kindness is constructed of paper links using glue, tape, or staples.
- On each construction paper link, write the name of the person that performed the act and the act of kindness.
- As links are added the chain grows and grows.

Logistics:

- The College FOR Club members should cut paper links out of construction paper.
- Suggestion: Have a local print shop cut paper links for you and let them know what it is for. They may do it for no charge.
- Decide how students will receive the links, how they will be added to the chains, and where students will need to go to add their links. Having specified areas around the campus or residence hall is the best way to organize this project (floors, wings, dining halls, libraries, classroom buildings, etc.)
- Make posters and banners to promote this project around the campus.
- Send out emails and make posters and fliers letting everyone know about the project.
- The Club needs to strategize how to promote this project within the campus or residence hall. It could be a competition among floors or wings. There could be awards or other motivating incentives to inspire students to get involved.
- Suggestion: Have little chains on each floor. Every couple months, those chains can be placed around the entire residence hall or on campus. (Note: All of the separate chains will be brought together at the end of the year **Rachel's Rally**)

This Chain of Kindness will be a constant reminder of Rachel's message to start a chain reaction of kindness and compassion. They should be placed in prominent locations around the campus so students are constantly reminded that they can

make a difference everyday. At the end of the year, your Club will put together a culminating event called **Rachel's Rally**. The Chain will be an important aspect of this event.

Other Ongoing Projects (Optional)

Rachel's Hands:

Rachel drew an outline of her hands on the back of her dresser drawers. In the middle of the hands she wrote, "These hands belong to Rachel Joy Scott and will someday touch millions of people's hearts." This drawing has inspired many to choose to have a positive impact on others.

Two examples of projects your college can do using the "hands" concept are the Hands Wall and The High Five Hall:

1. The Hands Wall simply consists of an outline of student's hands drawn on construction paper with Rachel's quote written inside except Rachel's name is replaced by the student's name, i.e. "These hands belong to (student's name) and will someday touch millions of people's hearts." These hands would then be posted all over the residence hall walls or other areas on campus.
2. The High Five Hall uses the same concept as the Hands Wall except instead of posting the hands on a wall, they are individually hung from the ceiling of a main hallway with string or yarn. When there are multiple hands hanging from the ceiling it is an inspiring sight. The hands should be hung low enough so people can give a "high five" to the many hands dangling in front of them.

Dream Tree:

Rachel challenged people to Dare to Dream. This concept has been used in many different ways. One very successful program is called the Dream Tree. The Dream Tree is basically a wall in your residence hall or somewhere on your campus with an artistic depiction of a tree (drawn or paper cutout). Each student would be given a leaf to write their goals/dreams on. This paper leaf is then attached (glue, staples, etc.) to the large Dream Tree. The Dream Tree symbolizes the growth and development of student's goals and dreams. It also serves as reminder to all students to pursue their dreams; everyday they see the tree they will be reminded to keep working toward their ultimate goals.

Year End Event: Rachel's Rally

The Rachel's Rally year end event is meant to celebrate the year long commitment to kindness and compassion. It can take many different shapes and sizes, but it must take place!

- The Rachel's Rally is meant to celebrate and connect all sections of the chain of kindness.
 - The celebration builds community and unity around kindness and compassion.
 - The date for the Rachel's Rally should be set as far in advance as possible to give all participants ample time to prepare and look forward to the celebration.
 - Invite family, friends, professors, college leadership (chancellor, dean, etc.) media, campus workers, and even government officials.
- The Rachel's Rally can take many different forms. Some options are, but not limited to:
 - Picnics
 - Field days
 - Carnivals
 - Award ceremonies:
 - ❖ During the Rachel's Rally, students can be presented with a certificate or another award that congratulates them for completing a year dedicated to kindness and compassion.
- Offer the opportunity for all those attending to take the kindness and compassion pledge.
 - The more people involved the stronger the chain is.
 - Emphasize the saying that "We are a chain...I am a link."

Weekly Goals

1. Ask your Professor or RA how their weekend was. This small act goes a long way in letting this person know that you appreciate and care about them.
2. Target a specific group of students to shoot “agape” (love that expects nothing in return) arrows of kindness at. This involves showing kindness and compassion to different people and expecting nothing in return. Such acts of kindness go a long way in changing the culture of a campus.
3. Write letters of appreciation to the local police, campus police, and fire stations. These people put their lives on the line for the community. They are often taken for granted. Show them your appreciation for their role in the community.
4. Say hello to 5 new people a day. This is a good way to meet new friends. You might recall how you felt the last time someone randomly said hello to you. Now you can imagine the impact you will have on another.
5. Eat lunch with a different person everyday. Mixing in with different groups of people will help break up the clique mentality that prevails on college campuses. We might have a lot more in common with other groups than we know.
6. “Clean up the dining hall week.” Show the cleaning crew how much you care by giving them a hand. You might just start a *chain reaction* of campus cleanliness.
7. “Reconciliation week.” It is never too late to say sorry to someone that you have been meaning to. Apologies are not always easy to give; sometimes doing the right thing is not easy. Make the effort and say you’re sorry.
8. Create a slogan for the week. Create banners and posters with the slogan and place them throughout the campus and/or residence hall. Filling the campus with **positive** messages will certainly have a **positive** impact.
9. Write letters of appreciation to local military or those overseas. Show your appreciation for the sacrifices our men and women make to keep this country safe. Sending a simple letter can do a lot of good for people that miss home.
10. “Compliment week.” Can you recall how you felt the last time someone gave you a great compliment. Some compliments last a lifetime. Choose one person a day that you would not ordinarily compliment. Make it a good one!

11. "Open door week." Open the door for people and greet them with a smile and a hello. This common courtesy may have an uncommon affect on the people you greet.
12. "Squeegee week." Squeegee the windshields of fellow students and professors in the parking lot. Feel free to leave a note stating something like, "One clean windshield is one random act of kindness. Pass it on." This may motivate others to continue the chain reaction.
13. Show an interest in someone else's pastime. Join someone in doing an activity that they really enjoy even if it is something that you do not do often. You might learn something new about a friend of yours and you may even enjoy the new activity.
14. Spend time with, or on the phone with, a family member you do not often see or speak to. Try to rekindle a relationship that might have taken a back seat to your other relationships.
15. Anonymously give a gift to someone. This could be a friend, a relative, or anyone in your life. The key here is to not give up the fact that you were the gift giver.
16. Make "kindness coupons" that friends, family, and anyone else can redeem. The coupons might be for a free car wash, help with the laundry, help cleaning up the residence hall, etc. The more coupons the better. You can never have too many acts of kindness.
17. Buy someone lunch 1 or 2 days. Out of the blue, offer to buy someone's lunch. The best choice of individual is someone you are not already close to. Blow someone away with your generosity this week. They will not soon forget it.
18. Write a letter to a friend, parent, grandparent, or other relative expressing how much you love them. Days go by and we often forget to let the people most important to us know how we feel. You do not want to let an opportunity pass you by; life is fragile and fleeting.
19. Take pictures of students and get them developed. Hand these out expecting nothing in return. You will create memories that will be kept for a long time to come.
20. Bring flowers to someone special on your campus or residence hall. This could be a college employee, an RA, a friend, or even someone you do not know very well. These will surely brighten someone's day.

Outreach Project Examples:

- Organize a drive to collect needed items for a local agency (food, blankets, clothing, glasses, shoes, etc.). Make this a campus-wide collection to make the largest possible impact.
- Organize a “students vs. professor” athletic event to raise money. Have a basketball game in the gym and charge \$5 at the door. This will be a great way to get males involved in the FOR Club since male involvement tends to be a common issue.
- Another great way to involve males is by organizing a “Buzzing for Bucks” event. Men pay \$5 to get a buzz cut and the money goes to charity. Women can play along by getting a buzz cut or a trim.
- Organize a massive “Dodge Ball” tournament to raise money. Charge teams to enter the tournament, charge people watch the games, sell food, and make available donation stations.
- Reach out to local grade school students (K-12) and offer to give them tours. This could be a free service or something you charge for.

**Important Note: There is a misconception that students do not have money to spend. If students get something out of it (entertainment, exercise, food, etc.) they will pay. In the end, you need to be creative to get people involved and to make your projects successful.*

FOR CLUB MEMBERS ARE:

First Initiators

As College FOR Club members, we all will strive to become *first initiators*. Sometimes it is the first step that is the hardest one to take. It is interesting how much easier the subsequent steps are after making that initial leap. This is true in our daily lives.

For example, when you see someone at the other end of the hall you often think, “If he says hi and smiles, then I am going to say hi and smile.” What often happens is that neither person says “hi” or smiles. This is where being a *first initiator* comes into play.

Sometimes we need to be “the one” to take that first step rather than waiting on the other person. If you were to be the first to say “hi” and smile, the other person would be shocked. Each successive time you face each other when walking down the hall, there is a greater chance the other person will say “hi” and smile back. This would occur because you initiated the interaction. The **Power of One** person can make a huge impact.

Performing acts of kindness requires that we all step out of our shells and become *first initiators*. It is not always easy for us to break out of our comfort zones, but just think of the lives that can be changed because you *chose* to act. If you need proof of the impact you can make, just look at the effect Rachel Scott’s acts of kindness have had on different people’s lives. Start your legacy by being a *first initiator*.

See Throughers not Look Atters

As College FOR Club members, we all will strive to become *see throughers* instead of *look atters*. Sometimes things are not what they seem. People used to think the Earth was flat because they could not see with their own eyes that the planet is actually round.

Sunsets are another great example. The sun neither sets nor rises; the Earth turns. However, our eyes tell us that the sun sets and rises. Could you imagine saying, “Boy, look at how beautiful that *Earth turn* looks!”

We often have to look deeper to see the truth. All of us have experienced this. We have all asked someone how they are doing. Often the response is, “Fine.” However, it is often easy to sense that “Fine” means anything but “Fine.” We are able to *see through* the response rather than taking the response as is, which is what a *look atter* would do.

Being a *see througher* instead of a *look atter* allows you to see the truth in situations. If we are able to see the truth in a situation when the truth is not obvious, we can alter our response to the situation accordingly.

For example, when your friend responds with “Fine,” a *see througher* knows that the response is invalid and is able to provide the support and/or care necessary to help the person through whatever he or she is going through.

A *see througher* looks for the truth and a *look atter* is content with ignoring it.

Perceptive not Judgmental

1. **Perceptive people** collect all the facts before they come to a conclusion or judge someone. If John says something behind your back that hurt your feelings, you would want to get all of the facts: Why did John do it? What is John going through in his own life? Where did he get the information? etc.
2. **Judgmental people** come to a conclusion about someone and look for “facts” to back up their presumption. A judgmental person would conclude that John is a cruel person and would use the above example as evidence or proof.

Bottom Line: Perceptive people do not jump to conclusions. Perceptive people understand everyone has good days and bad days. Just because someone did something cruel does not mean he or she is a cruel person. We do not know what that person is dealing with at home or even if the person was simply mistaken. By collecting all the facts, perceptive people are able draw logical conclusions.

MIXERS:

Day of Weakness

“Day of Weakness” is an activity meant to bond or glue students together. Rachel’s Challenge believes cultural change can occur only when emotional connections are made.

The logistics of the activity are pretty simple. Students share with the group the most difficult day of their lives. Maybe it was the day they found out they were sick, someone they knew died, or they failed at something. The story is up to the individual. It simply had to affect the person in a powerful way; it made an emotional impact.

It is not recommended to set strict time constraints on this exercise. Some may take longer than others. Since it may not be easy emotionally for some to tell their story, we don’t want to push them to move it along. If done correctly, this exercise **could** make a huge impact in the lives of the people in the room. Relationships will be changed and hearts will be opened!

Honoring those we’ve lost

The “Honoring those we’ve lost” activity is meant to bond or glue students together. The same way “Day of Weakness” impacts students, Rachel’s Challenge believes cultural change can occur only when emotional connections are made.

Like “Day of Weakness,” the logistics of “Honoring those we’ve lost” are pretty simple. Students share with the group the name of the person they lost, their relationship with that person (family member, friend, etc.), and what they would want to do with that person if they had one more day together.

It is not recommended to set strict time constraints on this exercise. Some may take longer than others. Since it may not be easy emotionally for some to tell their story, we don’t want to push them to move it along. If done correctly, this exercise **could** make a huge impact in the lives of the people in the room. Relationships will be changed and hearts will be opened!

Optional Project: Create a Memory Wall in a central location on the campus or in the residence hall. This wall would be a place where students could write their memories of people they have lost in their lives that were important to them. You can cut out hearts or other shapes out of paper for people to write their memories on. These pieces of paper can then be placed on the specified wall. This could be a deeply impactful project for your college. Of course, for this project to be effective it will need to be promoted well.

“Who We Are” Mixer

Objective / Introduction:

Who we are determines the effectiveness of what we do!
Gene Bedley National Educator of the Year

This activity is designed to increase student’s awareness of others. We often pass by others without making eye contact or taking the time to really get to know others. In some cultures it merely takes more time to get to know others and any attempt to escalate the process falls short. This activity is not an attempt to become more intimate with another but rather to become more familiar with others’ values, awareness and perceptions and how they perceive themselves at any given time.

Time Needed:

Have the entire group divide up into pairs for pairing and sharing. Amount of time will depend on the number of different times you pair people together. For a 30 minute period you may be able to have 5 to 7 pairs.

Procedure:

*The leader has everyone stand up in the room if they are sitting. They then proceed to have them walk around the room saying hi in as many different ways as they can. The leader also asks the people to make eye contact as they pass.

*On a signal from the leader (can be a hand clap, whistle or pre-determined word like “Partner”) each of the participants is to make eye contact with one final person who will now be their partner.

* Once you have the entire group paired you instruct each pair to determine who will be the **Responder** and who will be the **Seeker**.

* Paired partners are now instructed to sit with each other for the activity. If you don't have chairs, participants can sit on the floor or stand together.

* The **Seekers** role is to ask the **Responder** "Who are you?" 10 times waiting for the **Responder** to answer. The first answers tend to be more generalized such as: "I'm a junior." "I'm a female." "I'm a dancer." etc. The more times you ask "Who are you?" the more specific the answers become: "I'm a person with a positive attitude." "I'm a night person."

*After the question is asked 10 times the **Seeker** takes 30 seconds to paraphrase the responses they heard and shares them with the **Responder**.

The **Responder** verifies with the **Seeker** that they expressed an accurate description based on the responses they initially gave them.

* Now reverse roles; the **Seeker** becomes the **Responder** and the **Responder** becomes the **Seeker** and repeat the process above.

You can repeat this process several times depending on the time you have in your meeting. This mixer can be used as an ice breaker however it works best after people have an initial experience with introducing themselves to the group.

Summary: Leader summarizes the objective of what the process was intended to produce and re-emphasizes that activities like this can help us to get to know one another better and create the synergy needed to become an effective and functioning team!

"Discovery Walk" Mixer

Invite the entire group to line up against the wall on one side of the room. Explain the ground rules for the Discovery Walk. The leader will present different dilemmas, life events or situations inviting all employees who have experienced or have a close friend or family member who has experienced the situation to walk across the room. Before the next question is asked, students should return to the original starting point. Start off with safe situations moving to more complex situations as you invite students to participate.

- If you speak more than one language-Walk across the entire room. Observe who is now standing with you and also observe who remains across the room.
- If you have ever been bitten by a dog walk across the room. Observe who is now standing with you and also observe who remains across the room.
- If you have ever had something valuable stolen, walk across the room. Observe who is now standing with you and also observe who remains across the room.
- If you have ever felt like giving up or quitting, walk across the room. Observe who is now standing with you and also observe who remains across the room.
- If you have ever broken a rule or law in the last 3 months, walk across the room. Observe who is now standing with you and also observe who remains across the room.
- If you are from a family that experienced divorce, walk across the room. Observe who is now standing with you and also observe who remains across the room.
- If you have ever discriminated against another person or known a friend or family member who discriminates against others, walk across the room. Observe who is now standing with you and also observe who remains across the room.
- If you ever lost a family member through death, please walk across the room. Observe who is now standing with you and also observe who remains across the room.
- If you have ever felt alone even when people were all around, please walk across the room. Observe who is now standing with you and also observe who remains across the room.
- If you have ever been bullied, please walk across the room. Observe who is now standing with you and also observe who remains across the room.
- If you have ever been the bully, please walk across the room. Observe who is now standing with you and also observe who remains across the room.

Feel free to add questions to the list. If you think it is appropriate to delve a little deeper, feel free to do so. Much is dependent upon your specific group. The leader should be able to judge what questions are appropriate.

Once you have completed a dozen or so examples, invite students to share their perceptions of what they observed and learned.

“Understanding others’ journeys and experiences in life increases our understanding and perceptions and growth occurs! It’s almost impossible to respect someone you don’t know.”

Gene Bedley, *National Educator of the Year*.