

Icebreakers

These are 3 icebreakers that could be used during the first meeting of the mentoring partners, to learn more about each other.

The Magic Wand

You have just found a magic wand that allows you to change three work related activities. You can change anything you want. How would you change yourself, your job, your boss, coworkers, an important project, etc.? Discuss why it is important to make the change. Another variation is to discuss what you would change if you become the boss for a month. This activity helps them to learn about others' desires and frustrations.

The ADDIE Game (Analysis, Design, Development, Implement, Evaluate)

Make up a reasonable problem scenario for your organization where people need to get introduced, e.g. *"The manufacturing department is bringing in 20 temporaries to help with the peak season. They want us to build a short activity that will allow the permanent employees to meet and introduce themselves to the temporaries."* As a team, discuss and create a solution:

- Analyze the problem - Is it a training problem? If you decide that it is not a training problem, then remember that most problems can be solved by following an ADDIE type approach:
- Perform a short task **analysis** - How do people get to know each other?
- **Design** the activity - Develop objectives, sequence.
- **Develop** the activity - Outline how they will perform the activity and trial it.
- **Implement** - Introduce each other using the activity you've created.
- **Evaluate** – Did the activity work?
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This activity allows you to learn about each other's problem solving styles and instructional development methods, it also introduces you to each other.

Time - about 60 minutes.

Finish the Sentence

Go back and forth completing one of these sentences (or something similar):

- The best job I ever had was...
- The worst project I ever worked on was...
- The riskiest thing I ever did was...

This is a good technique for moving on to a new topic or subject. For example, when starting a class and you want everyone to introduce themselves, you can have them complete "I am in this class because..."

You can also move on to a new subject by asking a leading question. For example if you are instructing time management, "The one time I felt most stressed because I did not have enough time was ..."