

Generate engagement and ideas far faster than you have in the past using the 1-2-4- All.

Steps

- Pose a Question (See Powerful Questions Below)
- 1 - Start with one minute of silent reflection.
- 2 - Have individuals find a partner. Discuss their answers for two minutes.
- 4 - Join two groups together to come up with an answer they would like to share with the group.
- All - Groups report out to the entire group. "What is one idea that stood out in your conversation?"

Sample Powerful Questions

- What opportunities can you see in (your specific situation)?
- What assumptions do we need to test or challenge here in thinking about (your specific situation)?
- What would someone who had a very different set of beliefs than we do say about (your specific situation)?
- What's missing from this picture so far? What is it we're not seeing? What do we need more clarity about?
- What's been your/our major learning, insight, or discover so far?
- What's the next level of thinking we need?
- If there was one thing that hasn't yet been said in order to reach a deeper level of understanding/clarity, what would that be?
- If there was a single voice in the room, what would it be saying?
- What deeper questions are emerging as a result of these conversations?
- Do we notice any patterns and what do those patterns point to, or how do they inform us?
- What do we now see and know as a result of these conversations?
- What would it take to create change on this issue?
- What could happen that would enable you/us to feel fully engaged and energized about (your specific situation)?
- What's possible here and who cares? (rather than "What's wrong here and who's responsible?")
- What needs our immediate attention going forward?
- If our success was completely guaranteed, what bold steps might we choose?
- How can we support each other in taking the next steps? What unique contribution can we each make?
- What challenges might come our way and how might we meet them?
- What conversation, if begun today, could ripple out / in a way that created new possibilities for the future of (your situation)?
- What seed might we plant together today that could make the most difference to the future of (your situation)?