

TOXIC RELATIONSHIPS

Organization and country: INDEPCIE (Spain)

Name of the activity: FROM THE HEART

Overview (What I am going to learn?):

The power of praise and appreciation as linguistic acts that build high-performance teams.

Objective (What am I going to learn it for?):

- To give compliments to others that we usually keep silent about and thus promote the self-esteem and self-concept of our colleagues.
 - To work on gratitude and accept external compliments without questioning their origin or their certainty.
 - To unite work teams.
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Materials:

A chair

Time:

Depends on the number of participants

Target group:

Employees and managers

Instructions for facilitators

This is a dynamic to encourage flattery and appreciation as linguistic acts and, therefore, to encourage communication between work teams to bring them closer to a high performance status.

Flattery is the small gift that we keep in a drawer but never give to someone who deserves it, whether for lack of habit, out of embarrassment, for believing it is a sign of weakness or for a thousand other reasons.

In the exercise you will be asked to give compliments and it is called "from the heart" because they must be spontaneous, not thought out or reasoned from logic. It should be

something instinctive, so that we communicate something that we like about that person, about their personality, their actions, their mood, their kindness, their humour...

On the other hand, the person who receives the compliments can only listen, accept what they are hearing without trying to identify who is saying it, if it is true, if they deserve it... They can only listen, accept and say "thank you", because it is a free gift made from the heart and gifts are not questioned or rejected.

Tasks and procedure:

1. A chair will be placed at one end of the room and one participant at a time will be seated in turn. A good atmosphere can be created with light background music.

Then, one by one, your colleagues will come up to stand right behind the participant, bend down and, putting their hands on their shoulders, approach their ear and say something nice to them, a compliment that has to do with their personality, their work, their way of seeing life... It should be something spontaneous, not widely argued, because we want it to be an emotional message, not a rational one.

If someone feels that they have nothing special or particular to say to a particular person, they can pass the turn.

When the last "flatterer" is approaching, the facilitator will choose one of the participants and ask him/her to stand in front of the chair so that, once the turns are over, he/she will welcome the participant with a hug that will last as long as he/she deems appropriate. At the end of the hug, the new participant will sit in the chair and we will repeat the process.

Conclusion and evaluation:

At the end of the exercise, we will ask for a brainstorming session among all participants to find out their opinions and how they felt about the exercise.