

<b>Organization and country:</b>	<b>GROWTHCOOP (SPAIN)</b>
<b>Name of the activity:</b>	<b>“Shared experiences” to promoted emotional salary</b>
<b>Overview (What I am going to learn?):</b>	<b>We will learn to listen to our colleagues and get to know each other better in order to foster a good working environment which promotes emotional salary.</b>
<b>Objective (What am I going to learn it for?):</b>	<p><b>The objectives of this activity are:</b></p> <ul style="list-style-type: none"> <li>• <b>To get to know colleagues better.</b></li> <li>• <b>To foster a good working environment as action of emotional salary.</b></li> <li>• <b>To increase trust among employees.</b></li> </ul>
<b>Materials:</b>	<ul style="list-style-type: none"> <li>- <b>A stopwatch or other instrument to keep track of time.</b></li> <li>- <b>A large room.</b></li> </ul>
<b>Time:</b>	<b>Approximately half an hour.</b>
<b>Target group:</b>	<b>Workers</b>

### Instructions for facilitators

One person has to be in charge of coordinating this activity, to learn the questions and prepare new questions if time permits, to control the time, and also to participate in the activity if there are an odd number of participants.

### Tasks and procedure:

1º The coordinator has to divide the group into two teams, and try to have the same number of people in each team, if necessary the coordinator can join one of the groups.

2º One team stands in a circle facing outwards from the circle. The other team also stands in a circle directly in front of the other team facing the inside of the circle. Each person has to stand in front of one person from the opposing team.

3<sup>o</sup> The activity coordinator has to call out a number, for example "8", and the team that has made the outer circle has to move 8 places to the right until they find another person in front of them.

4<sup>o</sup> Once placed, the people in the inner circle have to ask the following question to the person in front of them: "Who would you go to dinner with if you could choose anyone (a famous person, a person who lived years ago...)? The person has to answer this question. This person then repeats the question to the partner who asked the question and the partner answers. The coordinator has to leave 3 minutes time for the two people to answer the question, when this time is up he/she has to say "end", then the two people give each other a hug, a handshake or an affectionate gesture.

5<sup>o</sup> When they finish, the coordinator says another number and the process is repeated. This time the question will be: "When was the last time you laughed out loud?", and the procedure of answering the question is repeated.

6<sup>th</sup> Once finished, the whole process is repeated and the last question will be: "What are the 3 most valuable things for you? The activity ends with a group hug.

Note: the activity can be extended by asking more questions, depending on the time available.

### **Conclusion and evaluation:**

Emotional employee/company bonding is one of the objectives of the Emotional Salary, to ensure that employee satisfaction transcends corporate relationships and creates emotional links.

The activity concludes with a group reflection guided by the facilitator in which the group is asked: How did they feel when they asked the questions and listened to their colleagues? And how did they feel when they were the sender? In addition, we can also reflect on the importance of creating a good working environment among everyone and on the importance of getting to know our colleagues as a means to promote the emotional salary.

At the end of the session, we can carry out a small evaluation questionnaire to find out the opinion of the workers and to know how to improve the working environment and the emotional salary of the workers.