

Name of Protocol: Compass Points



Purpose: Use to understand group members' preferences and how they can affect group work.

Time: 30 minutes

Roles: Facilitator, participants

Set-Up: Set the room up with the four compass directions and descriptors:

-North: Acting-Likes to act, try things, plunge in, "Let's do it!"

-South: Caring-Likes to know that everyone's feelings have been taken into consideration and that their voices have been heard before acting.

-East: Speculating-Likes to look at the big picture and possibilities before acting.

-West: Paying attention to detail-Likes to know the who, what, when, where and why before acting

Procedure:

1. Participants are invited to go to their "direction" or personal style choice, knowing that no one is only one direction, but to choose their predominant direction for this activity.
2. Once in the group, have participants in each group discuss the following questions:
 - What are the strengths of your style?
 - What are the limitations of your style?
 - What style do you find most difficult to work with and why?
 - What do people from other "directions" or styles need to know about you in order to work effectively?
 - What do you value about the other three styles?
3. When each group is finished, have each group share out their responses.

Ideas for Debrief:

1. Note the distribution among the directions-what might it mean moving forward?
2. What is the best combination for a group to have? Does it matter?
3. How can you avoid being aggravated by another "direction"?
4. How could you use this exercise with others?

Credit:

Educators Affiliated with NSRF. (n.d.) *North, South, East, West: Compass Points*. National School Reform Faculty.

https://www.nsrffharmony.org/wp-content/uploads/2017/10/north_south_0.pdf