

Future Box Tourism



Method | Yes, but - Yes, and

Basics

Objective	Participants consciously pay attention to the phase they are in and the mode that is necessary or useful for it: an open-minded mode that promotes the development of many ideas or a limiting mode that helps to make a choice or supports the decision-making process.
Competencies	participants strengthen their competence to <ul style="list-style-type: none"> ● be mindful ● reflect ● be flexible ● ...
Material	None
Form of social interaction	in pairs (in twos), in case of an odd number of participants one group with 3 persons
Duration	approx. 3 - 5 minutes

Brief Description

'Yes but...' is a warm-up that helps to build an attitude that supports creativity, cooperation and decision-making. Furthermore, the exercise is a good way to experience and reflect on the fact that both divergent (e.g. for brainstorming) and convergent (e.g. for decision-making) phases are important and that people tend to feel more comfortable in one or the other phase or that it corresponds more to their nature. This can and should be taken into account when planning processes and the composition of teams.

Preparation

no preparation is necessary

Implementation

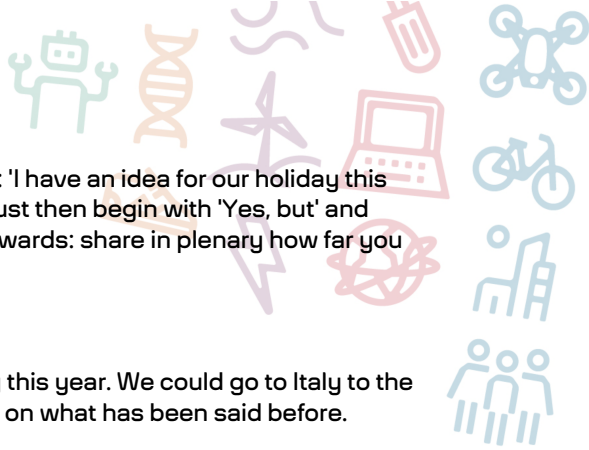
1. Find a partner

Stand up and find a partner (Note: If there is an uneven number of participants participants, one group forms a 'trio').

2. Plan together

You now have the task of planning something together - e.g. the ultimate best holiday together, the coolest party, the perfect meal. Each person takes turns to say exactly one sentence, keeping the following in mind:

1st round - 'Yes, but' (45 seconds - start with a clear 'GO!' signal).



One of you - e.g. the younger one - starts with a suggestion such as: 'I have an idea for our holiday this year. We could go to Italy to the sea'. Each subsequent sentence must then begin with 'Yes, but' and thus raise an objection, counter-suggestions should be made. Afterwards: share in plenary how far you have come with planning the common plan.

Round 2 - 'Yes, and' (45 seconds - start with a clear 'GO!' signal)

As before: Start with a suggestion, e.g. 'I have an idea for our holiday this year. We could go to Italy to the sea'. Every other sentence must now begin with 'Yes, and' and build on what has been said before.

In plenary, share how far you have come with planning the common plan.

3. Reflect

Discuss the results of the two rounds, comparing the results, atmosphere and energy created. These questions may help you in the discussion:

- Which method did you use to reach a result?
- Which method did you enjoy more?
- Which method are you more familiar with?
- ...

Note: Many teams report that 'Yes, but ...' feels more familiar, that there is more energy in 'Yes, and ...', that they have made more progress in planning and that they had more fun. However, this does not mean that 'Yes, and ...' is necessarily better than 'Yes, but ...'. Because: 'Yes, and ...' can produce ideas that are not practicable or even illegal. But it 'opens up' and allows for 'out of the box' ideas that can be a starting point. 'Yes, but ...' restricts and feels more realistic for many.

During the (design) process it is important to plan clearly defined 'Yes, and ...' phases" (divergent thinking) followed by "Yes, but ...' phases" (convergent thinking). Both are useful, but it is important to design/use them consciously and not to mix them.

Variations

None

Good to know

The exercise makes sense before important group work, especially in connection with multi-stage idea development methods such as Crazy 8 or 10+10 which are followed by a decision-making phase. The point is that each team member is aware of which phase the team is currently in and whether the 'yes, and' or 'yes, but' mode is necessary or useful. Each individual team member should reflect for himself/herself which mode they are in and whether it suits the respective phase - and if not, act accordingly: change the mode or stand back and wait until it is his/her mode.

Follow-up / securing results

Reflect on the method with regard to what is described under 'Worth knowing / Caution'. Refer to this warm-up throughout the event and afterwards.