

MT Appendix F: Facilitating Exercises and Activities

Pair and Share

Beginning in Module 2 and continuing through Module 11, participants are asked to Pair and Share their reflections from the previous module. As you facilitate each Pair and Share, consider the following implementation and pairing strategies.

Suggested Implementation Strategies

- Explain that Pair and Share reflections are part of almost every module and are considered to be an important part of the learning process, helping individuals process information, develop communication skills, and refine their thinking.
- Tell participants that a Pair and Share should be more of a discussion and exchange of ideas, rather than a situation in which two or more partners are taking turns telling their answers.
- Consider having the participants use the 3-2-1 model: Ask three questions about the other person's answers, comment on two things you liked, and then offer one suggestion.
- If Pair and Share is a new concept for many participants, consider having a pair model what should be done in front of their colleagues.
- During a Pair and Share, monitor, walk around to see and hear what is being discussed, reinforce desired behaviors, and intervene as needed.
- Upon conclusion, summarize both common and interesting ideas.

Sample Pairing Strategies

- **Buttons:** Gather pairs of identical buttons. Each pair should be unique, each with its own special size, shape, texture, color, and so on. Place the pairs of buttons in a bag, and ask each participant to select one button. Participants with matching buttons become partners for Pair and Share.
- **Name Tags:** Collect the name tags from half the participants, and place them in a bag. Ask the remaining participants wearing name tags to select a name tag to determine partners for Pair and Share.
- **Playing Cards:** Using a deck of playing cards, have participants each draw a card, then look for the matching card. For example, a participant who draws a jack of spades looks for another participant holding a jack of any other suit.
- **Stickers:** Collect pairs of stickers. Each pair should have a unique image, size, shape, texture, color, and so on. Place the stickers in a bag, and ask each participant to select one sticker. Participants with matching stickers become partners for Pair and Share.