



ACT-ivate AGREEMENT

Start as you
mean to **go on**



This card gives you **four simple agreements** to introduce at the **start** of any session as **an invitation to show up well together**. The WFG Act asks us to work differently. This is where that starts.

AGREEMENT

1. **Introduce the four agreements** briefly and ask if anyone wants to add one. Keep it to five minutes - this is a frame, not a discussion.
2. **Ask for what you need**; offer what you can.
3. What's **shared here stays here**.
4. People **speak more honestly** when they **trust their words** won't travel without permission.
5. **Listen with curiosity**, not judgement (especially when you disagree).
6. The most **useful** thing in the room is often **the perspective that challenges yours**.

WORKS WITH



Act-ivate Conversations to set the conditions before the first real question.



Act-ivate Deep Roots to frame the psychological safety needed for personal reflection.

SOURCE

Woolf, Tenneson (2024) *Gifts of Circle: Connection, Courage, Compassionate Action*
CetreSpoke Publishing, British Columbia - Chapter 13.





ACT-ivate

ATTITUDE SHIFT

Challenge ingrained assumptions to make way for positive action



Attitudes to the WFG Act vary wildly, even within the same team. This quick anonymous exercise **surfaces underlying perceptions early**, so you're responding to the room in front of you rather than the one you imagined. **Run it again at the close and let participants see how far they've traveled.**

ATTITUDE SHIFT

1. **At the start of the session** ask everyone to write down a finish to the following sentence: "**In relation to my work, the Well-being of Future Generations Act means...**" Tell them there are no right/wrong answers. This is to establish the understanding in the room.
2. **Collect responses anonymously** using *tiles* on a board, or via Mentimeter if working online.
3. **Share them with the group**, as they are written, do not pass comment on the statements. Let the answers help guide the detail with which you lead the session.
4. Run your session.
5. **At the close, ask the same question again.** Display both sets of responses side by side. The difference will tell you how far your organisation needs to shift.

WORKS WITH



Act-ivate Conversations to follow the opening provocation with deeper discussion.



Act-ivate Commitment to close the loop between what participants noticed and what they'll do.

INSPIRED BY

Donella Meadows (2008). *Thinking in Systems: A Primer*. Chelsea Green Publishing.





ACT-ivate

BEGINNINGS

The energy of a session determines everything that follows



The first five minutes set the tone for the whole day. A room that starts stiff stays stiff. A room that starts alive stays curious. This card gives you a menu of quick activities to open with energy, connection, and focus. These can also be used to boost energy when it flags in longer workshops.

BEGINNINGS

Stokes are short, embodied activities designed for teams of all sizes to intentionally calibrate a group's energy and shift learning from the cognitive to the physical. Stokes work by shifting learning from the head to the body, using short physical activities to "set the vibe" and physically demonstrate what it feels like to be generative. By moving together, teams bypass purely cognitive barriers to build the shared energy, focus, and empathy needed for deeper collaboration.

Boost Energy Shake out each limb counting down from 8;

Build connection Everyone writes how they're actually feeling on a post-it and sticks it to their shirt. Participants introduce themselves by their emotion.

Build trust Turn lemons into lemonade. Someone shares a frustration from their week, the next person turns it into a positive. Warms a room gently.

Create focus Build a collective sentence around the circle, one word at a time. Quietly gets everyone listening - and laughing.

WORKS WITH



Act-ivate Consequence to follow the warm-up with a gentle challenge.



Act-ivate Conversations to move from icebreaker into something worth talking about.

SOURCE

This activity utilises the **stoke deck** from **Stanford d.Scool** designed by Taylor Cone and Tania Anaissie.





ACT-ivate COMMITMENT

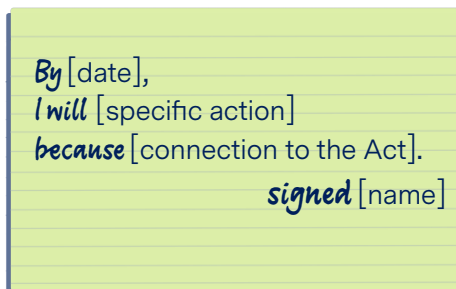
One thing Next week Done



Actual change rests on **commitment**. This closing activity asks each participant for one pledge: **concrete, personal, and achievable within seven days**. Not a goal, not an intention. **A next step.**

COMMITMENT

1. Give each person a *tile* that they can take home with them (if not possible use a card or piece of paper) Ask them to write one commitment in this format.



By [date],
I will [specific action]
because [connection to the Act].
signed [name]

2. If the commitment can't be described in one sentence, it should be revised.
3. Ask a few people to read theirs aloud. Public commitment changes the odds of follow through.
4. Pairs exchange cards and agree to check in with each other in a week.

WORKS WITH



Any Catalysing Action card as a closing activity



Act-ivate Story harvest or **Act-ivate Barrier Log** to find a way to keep the connections generated meaningful.

SOURCE

Peter Gollwitzer (1999): 'Implementation intentions: Strong effects of simple plans', *American Psychologist*, 54(7), pp. 493–503. By defining exactly what will be done and by when we can help the brain automate the move from policy to practice.



ACT-ivate

CONVERSATIONS

The right question changes everything that follows



Most **training conversations** stay safe because nobody asks anything worth answering. **This card gives you prompts that open things up** - questions rooted in real Welsh public sector life that connect the WFG Act to what people actually care about. Pose one question at a time. **Resist the urge to fill silence** - it means people are thinking. **The interesting answer is often the uncomfortable one.**

CONVERSATIONS

Before you ask anything make the room feel safe. Try one of these openers - *There are no right answers, only suggestions* - *Agreement is optional, respect is a pre-requisite* - *Curiosity is vital*

Where possible use an example from real life to introduce the concept. *Refer to Act.ivate knowledge for the 'sparkline'™ approach.*



For rooms that need to move away from challenge

"Think of a decision your organisation made that you're genuinely proud of. What made it possible?"

"What's something that works better now than it did five years ago, and why?"



For rooms ready to look at tension:

"What decision are you putting off that your organisation will regret in ten years?"

"Who isn't in this room whose life is affected by your work?"



For rooms ready to be bold:

"What would you do differently if future generations were watching?"

"Where do short-term pressures make long-term thinking impossible?"

WORKS WITH



Act-ivate Consequence to follow a provocation with space to talk.



Act-ivate Commitment Card to move from conversation to action.

SOURCE

Margaret J Wheatley (2002) *Turning to One Another Simple Conversations to Restore Hope to the Future* Berrett-Koehler Publishers.





ACT-ivate

HOW MIGHT WE (HMW)

**Bin negativity with
a new mantra for
the work place**



A simple **shift** in
language turns a brick
wall into a door. **Reframe
barriers as invitations** for
collective, creative action



HOW MIGHT WE (HMW)

A concluding technique as part of a longer session or a stand alone playful deep dive into areas of challenge:-

1. **Explain that HMW is the 'prompt' to turn insights into provocations.** It works best when paired with 'Yes, and...' to build solutions collectively.
2. **Pose a specific HMW question** that has emerged in the session Eg *HMW maintain focus on* [positives from session]? *HMW humanise* [the challenge uncovered] *HMW counter* [negativity outside this room] *HMW overcome* [persistent barriers]
3. **Try to question an assumption** (e.g. '*HMW share resources without a physical building?*') or create an analogy (e.g. '*HMW transform budget setting to be more like winning a game of rugby?*').
4. **Once the question is posed, the group provides answers.** Every response must build on the previous one using 'Yes, and...' to ensure ideation never stops.
5. **Use this to develop a generative mindset, where barriers become creative constraints.**

WORKS WITH

You will find this really useful addition to lots of **Act-ivate** Catalysing Action Cards, especially with **Act-ivate Yes, and.** The two together are a great way to end a session exploring challenges with some positivity.

SOURCE

Stanford d.school Systems Thinking Series "*How Might We*" Questions • Turn your perspective into actionable provocations.

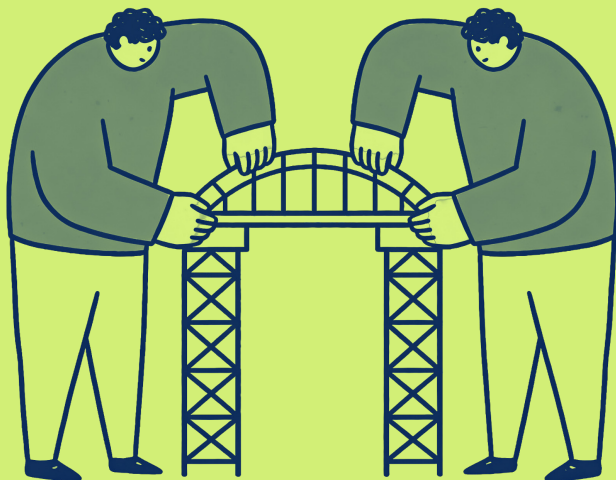




ACT-ivate

YES, AND

Building the bridge **together**



Radical change requires an additive mind.
This improv rule **stops ideas** from being **killed**
by 'no' before they are given space to breathe



YES, AND

1. **A core mantra for collaborative problem solving** with origins in improv theatre. As a rinse and repeat technique it can be used to build momentum after being deep in the weeds of the day to day, or to whip up positivity when the group is stuck on the reasons why something can't happen. It can be done as a collective spoken activity or in pairs for more structured ideation.
2. **As facilitator pose a *How Might We* question** – One person offers an idea, the group can then only respond by building on this idea, with 'yes and'.
3. **Provide easy examples if this is new to the group**, How might we celebrate my birthday – we could go on a picnic, yes and, I could bring champagne yes and, I could bake a cake to bring, etc etc.
4. **Run as a quick-fire spoken round** or use *tiles* (see sustainable facilitator toolkit) to physically stack and grow the original proposition.

WORKS WITH



You will find this a really useful addition to lots of Catalysing Action Cards, especially combined with Act-ivate How Might We. The two together are a great way to end a session exploring challenges with some positivity.



A starter to a creative session as an icebreaker – pose some really silly how might we questions eg. How might we win the Eurovision song contest? How might we star in a period drama?

SOURCE

A staple of improv theatre and a well known technique for building collaboration in groups dealing with difficult topics.