GROUP CONTRACT

Experiential education





N° of pax 8-16



indoors | outdoors



40 mins



outdoor experiential learning

PURPOSE

GROUP CONTRACT
- group values
- decision making
- argumenting

MATERIALS

- flip chart paper
- markers

PREPARATION

It is good to start working as a group on small ice-breakers and problem solving tasks, and then, still on the first day of the program, work on the group contract. This way the group already has a sense of working together and can perceive the upcoming challenges.

INTRO

During outdoor programs, a new group is usually formed in a different setting and these new circumstances bring a different dynamic of the participants. To discuss how to deal with the challenges together, it is useful to create a group contract.

GROUP CONTRACT

STEPS

1. The facilitator tells the participants to think about what makes a good team, in order to achieve the goals of the group in the given setting. Talks about the importance of a group contract, about emotional and physical safety, values such as respect, trust, joy, confidentiality, responsibility, engagement in the group or any other theme that seems important in the given situation.



2. The facilitator then gives the word to the participants. All thoughts are gathered on a flipchart paper and posted in a central position, where everyone can see them.

3. (5-10 min) Then 3 or 4 smaller groups are formed, and their task is to choose the most important/relevant 3 or 4 themes/words/sentences from the flipchart and reformulate them as articles of a contract.

4. Once they are ready, they come back into the large circle and put the articles together, creating a contract with 5 to 10 articles, which are relevant for all team members.

5. Once they agree on these articles and the contract is ready, they sign the contract with their names.

6. Final gathering for reflection.

REFLECTION

- How satisfied are you with the result?
- Do you think this contract can be respected?
- How can this activity support resilience building?

COMMENTS

It is important to announce in the group, that whenever the contract is not respected, a group meeting will be organised to decide together how to deal with the situation and to find an agreement.