



PARTNERSNETWORK

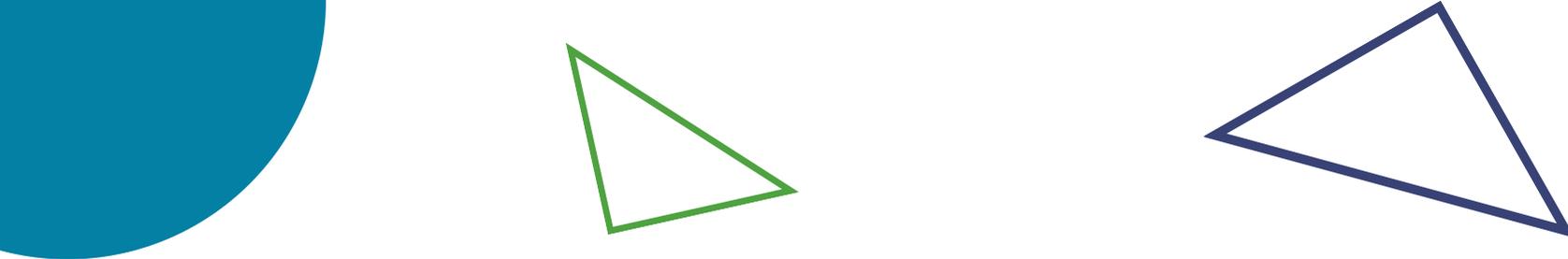
THE PARTNERS NETWORK

ICEBREAKERS AND ENERGIZERS

30TH ANNIVERSARY

A huge thank you goes out to all the members of the **Partners** Network for their contributions to this collection and their work promoting democratic change around the world. Additionally, thank you to Kyle Shrivastava and Natalie Parsons for their help conducting interviews and compiling this book.



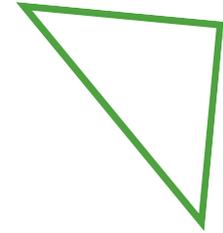
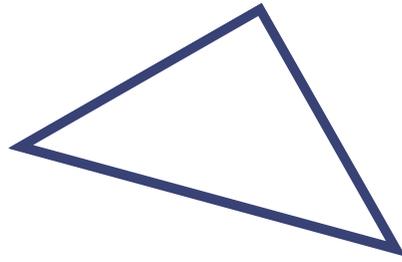
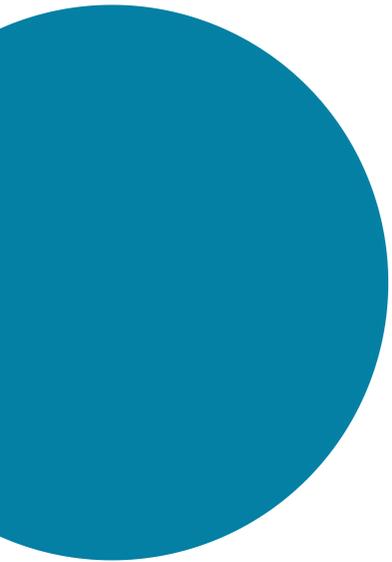


The **Partners** Network is a close-knit network made up of **21** local autonomous organizations working for peaceful and democratic change. Our member organizations have been jointly investing in local leaders, local organizations, and local solutions since 1989. Beginning with our first member in Partners Poland, to one of our newest members in Partners Iraq, we represent a rich and diverse group of local initiatives and perspectives.

The **Partners** Network Centers are some of the most respected and established civil society organizations in their countries. **Partners** Network members have worked on five continents and in more than 50 countries. We have developed and then shared many programs with each other throughout the years, such as: anti-corruption expertise from Romania, extractive industry conflict resolution from Peru, participatory budgeting from Jordan and countering violent extremism from Yemen.

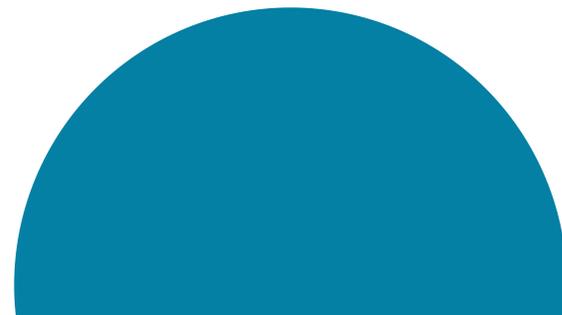
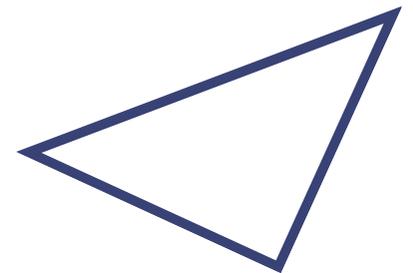
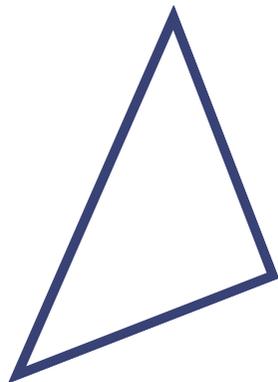
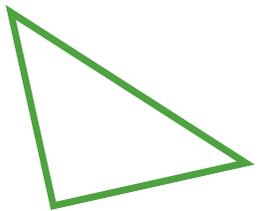
Regardless of the specific focus, **Partners** Network members approach their work through effective convening, participatory dialogue, and facilitation. In this spirit, we've brought together some of our favorite ice-breakers and energizers from around the world to celebrate our 30th year of peace and democracy building. We hope you enjoy!





"The sine quo non of change is not violence; it is the steady, unyielding perseverance of socially righteous goals."

- Ray Shonholtz, Founder, **PartnersGlobal**



PARTNERS ALBANIA'S FAVORITE ICE-BREAKER

TOILET PAPER ROLL

Estimated Time: 10-15 minutes

Intended Audience: This ice-breaker works well with a large number of participants. It can be used as a way for people to get to know one another or as a tool for brainstorming on a specific issue.

1. Pass a roll of toilet paper around the group and ask each participant to take as **much as they might need** - do not give any further explanation.
2. After all participants have been passed the toilet paper roll, have them count the number of squares they've taken.
3. Now, go around in a circle and ask each participant to say their name, then share one descriptive phrase or word about themselves **for each** square of toilet paper that they took.
4. End the exercise with the humorous lesson that "sometimes excess can be bad for you!"

Debrief Questions: How many people took more than what they would need just in case? What did your approach to the exercise say about your approach to life in general? What did you learn about yourself or other participants?

Tip: You can use other topical questions instead of introductions to open debate on specific subjects. For example, you could say, "please describe your approach to conflict using the same number of words as you have toilet paper squares."

PARTNERS ALBANIA'S FAVORITE ENERGIZER

ENERGIZER - WHAT CHANGED?

Estimated Time: 5-10 minutes

Intended Audience: This game is great for groups of any size. It may be useful to have an even number of participants since they will work in pairs. If not, the facilitator can join in!

1. Ask participants to find a partner, then ask the pairs to stand face-to-face.
2. Have each partner look carefully at the other person for 1 minute and 30 seconds.
3. Then, have both partners turn away from one another. While facing away, each partner must change one thing about their appearance (they could change their hair, jewelry, clothes, etc.).
4. Both partners must then turn back to face one another and guess what changed about their partner's appearance.
5. Repeat this again, this time changing two things instead of one. If you like, you can also repeat a third time, and change three things.

Tip: This works great in cold times of year when people are wearing a lot of extra clothing. In these instances, it can even be repeated a fourth time!

FUNDACIÓN CAMBIO DEMOCRÁTICO

'S FAVORITE ICE-BREAKER

ARGENTINA

CROSSING THE LINE

Estimated Time: 5-10 minutes

Intended Audience: This is best for big diverse groups in which participants see themselves as very different from one another.

1. Create a line across the center of the room using masking tape, then place a card saying "yes" on one side of the room and another saying "no" on the other side of the room.
2. Ask all participants to stand, then begin asking questions relevant to the facilitation topic. For example, the facilitator may ask, "who here is interested in peace?" Anyone interested in peace would then move to the "yes" side of the line.
3. Begin with questions that everyone is likely to agree with. This will show the participants that despite their differences, they all share certain beliefs and opinions. This could include "who is in favor of protecting the environment?" or "who believes that conflict is harmful to their community?" Once this sense of commonality has been cultivated, feel free to ask more nuanced questions on which opinions may be split.

Note: This is particularly useful before a facilitation or dialogue where a lot of disagreement is expected or where people are coming together from very different sectors or backgrounds. It shows that while people have different beliefs, when it comes to the most pressing issues, we often have the same interests at heart.

FUNDACIÓN CAMBIO DEMOCRÁTICO'S FAVORITE ENERGIZER

ARGENTINA

OPTIMIST / PESSIMIST

1. At the end of a facilitation split the participants into two groups. Ask the first group to put themselves in the shoes of an optimist and the second group to put themselves in the shoes of a pessimist.
2. Ask each group to give feedback on the discussion. If you created a plan or solution during the facilitation, have them also think about why the solution may or may not work out.
3. Go back and forth between the two groups, taking one response at a time. Any individual can raise their hand to provide a contribution. The facilitator must note down each point on flip chart paper as they go.
4. Be sure to end with a contribution from the optimist group so that everyone leaves on a positive note.

Note: This exercise serves several purposes. Firstly, it allows participants to reflect in a focused way that encourages them to see multiple perspectives. Secondly, it allows the group to flag potential challenges they may face while implementing their plan. Lastly, it allows them to leave with a concrete list of optimistic and encouraging thoughts about their work.

Estimated Time: 15 minutes

Intended Audience: This is an exercise to conclude a day of discussion that allows participants to reflect on their work from different perspectives.

PARTNERS BULGARIA'S FAVORITE ICE-BREAKER

THE HUMAN MAP

1. Have participants stand in a large open space, and ask them to imagine they are standing on a map (it could be of the world, continent, country, or state depending on the group of people). Inform the participants which direction is north, south, east, and west, and of any landmarks that may help them orient themselves.
2. Ask participants to arrange themselves on the map based on where they were born (or alternatively, where they are living if the group is coming together from many different places).
3. After everyone is in position, go around the room and have participants answer any (or all) of the following questions.
 - a. What is your name and where are you standing?
 - b. What is one thing you like about your home town?
 - c. If the meeting is thematic: What is the state of our meeting's theme in your home town (for example, if you're talking about diversity you could ask how diverse their town is or how people interact there).

Estimated Time: 15 minutes

Intended Audience: This ice-breaker is great for groups that are still getting to know one another. It can be used with any size group, although keep in mind large groups will take longer since everyone must have a turn to speak.

PARTNERS BULGARIA'S FAVORITE ENERGIZER

SINGING NAMES

Estimated Time: 10 minutes

Intended Audience: This game works well with groups that are interested in music and art. It can be done with any size group although may be more difficult with groups of over 20 people.

1. Ask participants to stand in a circle.
2. Go around the circle and have each participant sing their name in a different style of music. For example, the first person may sing their name like a rock star while the next may sing like an opera singer.
3. After each person sings, the entire group must echo the name back to them in the same style. This continues around the circle until everyone has gone.

Variation: Instead of singing you could also have each participant draw a symbol or representation of their name on a post it note. They can then either go around the circle and explain what they've drawn or wear their symbol like a name tag while milling around and introducing themselves to others.

CENTRO DE COLABORACIÓN CÍVICA'S FAVORITE ENERGIZER

MEXICO

1. Ask participants to stand in a circle.
2. Explain that we are all made of energy and that we can transmit energy to one another in different ways. Throughout this exercise you will introduce different methods of transmitting energy. The participants will have fun passing their energy around to one another.
3. Present the following methods of transmitting energy. After explaining each method, the group will send the energy around the circle once to confirm that they are following. Once the last method is presented (which will teach participants how to stop the energy), the group will be able to fully play the game.

Method 1: Clap and slide your hand to the right or left while making a “JAH” sound. This will send the energy to the person next to you. While energy can move to the right or left using this method, participants cannot change the direction of the energy yet. If it comes from their left, it will have to go to their right.

Method 3: Put your hands to your eyes like binoculars while lifting one foot and saying “IEEE”. This causes the energy to skip the person next to you and continue traveling in the same direction.

Finishing move: Put your fingers up to your forehead like a bull and yell “aaaayyy” with a rising tone. If this is done, everyone must perform the same movement. The person who started the movement must then yell “OLAY”, at which point everyone must run into the center of the circle like charging bulls. The round then ends.

Tip: If groups are having trouble passing the energy around, feel free to skip the more complicated moves.

PASSING THE ENERGY

Estimated Time: 15 minutes

Intended Audience: This works best with medium-sized groups of under 20 people. It provides a great way to get people moving!

Method 2: Make fists with your hands overhead, then pull them down as if you just scored a soccer goal while saying “HOLD UP”. This will allow you to change the direction of the energy. Participants can make this as dramatic as they see fit.

Method 4: Clap towards anyone in the circle while making the sound “SAP”. This will transfer the energy directly to them. It will then continue traveling in the same direction.

PARTNERS COLOMBIA AND CENTRO DE COLABORACIÓN CÍVICA'S FAVORITE ICE-BREAKER

Estimated Time: 20 minutes

Intended Audience: This ice-breaker is great with large groups. It can be done anywhere, but be sure that the room has enough space for pairs of people to have one-on-one conversations.

BIRDS AND BUTTERFLIES

Before the facilitation: Print or draw butterflies and birds on pieces of paper. There should be an even number of each and just enough for every participant to get either a bird or a butterfly. Also have some sort of pin or adhesive available so participants can attach the paper to their clothing.

1. As participants arrive, hand them either a bird or a butterfly and ask them to wear it in a visible place.
2. When you're ready to begin, ask participants to stand up and find someone wearing the opposite animal: birds will find butterflies and butterflies will find birds. Alternatively, you can play music and ask all participants to begin dancing. If you choose this option, tell them that when the music stops, they will have to find a partner with the opposite animal.
3. Once everyone is paired off, ask each person to introduce themselves, and share a funny story with their partner. Instruct the partners to ask probing questions to better understand the stories they hear.
4. When this is done, either have participants break up and find a new partner, or once again begin playing the music while participants dance, then have them find new partners when the music stops.

continued on next page...

PARTNERS COLOMBIA AND CENTRO DE COLABORACIÓN CÍVICA'S FAVORITE ICE-BREAKER

BIRDS AND BUTTERFLIES CONTINUED...

5. With their second partner, ask them to reintroduce themselves, and share something that's related to the event you're holding. It may be an expectation of what they hope to achieve, a challenge they've faced regarding the issues being discussed, or a story explaining their reason for attendance.
6. After at least three minutes of discussion, have the participants switch a third time.
7. For the last round, ask participants to reintroduce themselves, then respond to a creative question created by the facilitator. For example, you could ask what three items someone would take with them if they were stranded on a deserted island and why, or what they would wish for if they found a magic lamp that contained a wish-granting genie.
8. End the exercise by having everyone gather together in a large circle. Invite them all to applaud one another for their work so that the exercise ends on a positive note.

Considerations: Feel free to change the animals used, but be sure that the animals are culturally appropriate. For example, using birds and bees may cause unintended associations in some countries. Feel free to go for as many rounds as you like and adapt the questions to the audience.

Tip: Psychologist Albert Mehrabian found that when we communicate with others, 55% of what we remember is image, color, and body gestures, 38% of what we remember is tone of voice, and 7% is what people actually say. You can share this fact with participants as a fun way to encourage them to think about their non-verbal communication as they meet their partners.



"Peace cannot be kept by force, it can only be achieved by understanding."

- Albert Einstein

PARTNERS EL SALVADOR'S FAVORITE ICE-BREAKER

I WENT TO THE SUPERMARKET

1. Have participants sit in a circle or establish a direction for going around the room.
2. Starting with the first person, each participant will say "I went to the supermarket and bought _____". They will finish the phrase by stating what they bought (for example, an apple, an umbrella, a fish, etc.).
3. The next participant will have to say what the first person bought in addition to their own item.
4. As the game goes on, participants will have to recite the entire shopping list before adding their own items.
5. If someone messes up, the group may help them out, or the next person can try to pick up where they left off.

Note: This is a great way to get people's brains working and bring up the energy in the room. It also promotes collaboration and cooperation since everyone is building on one another's answers and working together to complete the challenge!

Estimated Time: 15 minutes

Intended Audience: This is a memory game that works best with under 20 participants.

PARTNERS EL SALVADOR 'S FAVORITE ENERGIZER

MUSIC THERAPY

Estimated Time: 5-10 minutes

Intended Audience: This game gets everyone moving and having fun! It can be done with groups of any size and works well with those who love to sing.

1. In this game, participants must sing a song together while making motions that correspond with each sound. The melody of the song can be found in the link at the bottom of the page, and its words can be found to the right.
2. The motions participants must make with each sound are as follows:
Epo - Patting the legs with both hands
E Tai Tai - Crossing arms on chest and tapping against the shoulders
E - Snapping with the right hand while moving the hand to the right
E Tukki Tukki - Making fists with both hands and bumping them against the forehead
3. The group should make these movements so that their percussive sounds match with the song.
4. Each time one round of the song is sung, one sound should be removed, and replaced with only its corresponding motion. By the end of the exercise the group should only be making noise through their movements!

Epo
e tai tai e...
Epo e tai tai
e...
Epo e tukki-tukki epo
E tukki-tukki epo
E tukki-tukki e'

Link to song melody:

https://www.youtube.com/watch?time_continue=44&v=6Wt-J3AiLag

PARTNERS GEORGIA'S FAVORITE ICE-BREAKER

Estimated Time: 5-7 minutes

Intended Audience: This ice-breaker is great for those who enjoy testing their math skills! Ideally, groups should be larger than 5 people.

COUNT!

1. Stand in a circle (or establish an order in which people will speak).
2. The first person starts counting by saying "1", then others continue in order.
3. When you arrive at a number that is divisible by 3 or contains a 3 (ex. 3, 6, 9...13, 23) the person whose turn it is must CLAP instead of saying the number.
4. If someone forgets to clap and instead says a number containing or divisible by 3, then they're out and must sit down.
5. The last person left standing is the winner!

Remember: The order must be kept the same throughout the game, and the flow must be kept constant without hesitation!

Tip: Start off slow, this will give people time to become familiar with the pattern. As the group gets smaller, increase the speed to add a challenge!

13

PARTNERS GEORGIA'S FAVORITE ENERGIZER

ON THE EARTH, IN THE AIR, OR UNDERWATER

Estimated Time: 20-30 minutes

Intended Audience: This ice-breaker is great for groups larger than 12 people. Participants must have access to and knowledge of how to use a camera.

1. Divide participants into groups of 4 to 10 people.
2. Each group must work together to take a photo of themselves on the earth, in the air, and under water.
3. By the end of the exercise, they must send three separate photos to the facilitator. Each member of the group must be in every photo.

Creativity is key: This activity does not require participants to submerge themselves in water or get on an airplane...instead, encourage participants to think outside the box!

Tip: Set a time limit of 15-20 minutes before groups set out. This will help create energy and boost creativity. There are no winners or losers here. Plus, everyone can keep their photos as a memory of the facilitation!

PARTNERSGLOBAL'S FAVORITE ICE-BREAKER

MIME A LIE

Estimated Time: 5 minutes

Intended Audience: This energizer is a quick way to get people comfortable with one another and encourage some fun interaction.

1. Begin by asking all participants to stand in a circle.
2. The facilitator will begin by miming (acting out) any action they want.
3. The person to their right must then say their name, and ask "what are you doing?"
4. Instead of answering truthfully, the person acting will say a completely different action. For example, if they are pretending to run, they may say, "I'm sleeping".
5. The person who asked what they were doing must then mime whatever the first person claimed to be doing.
6. This continues all the way around the circle until everyone has had a turn to act.

Tip: This activity gets people physically moving and encourages them to act silly, which can help build familiarity among participants. This means it can be a great way to start a training, but also a fun way to break up long periods of sitting.

PARTNERSGLOBAL'S FAVORITE ENERGIZER

POPCORN COUNTING

Estimated Time: 5-10 minutes
Intended Audience: This can be used with any size group regardless of culture or sector.

1. Participants all stand in a circle or sit in a formation that allows them to see one another.
2. Explain to the participants that the game will start with someone saying 1. Someone else will then say 2, someone else 3, and so on (the numbers will go as high as possible before someone messes up). The catch is that the order in which participants count **cannot be predetermined nor can it repeat itself**. Participants must randomly choose a time to say a number based on when they see the opportunity. They cannot motion to one another, point, or otherwise attempt to indicate whose turn it is to count.
3. If two people say a number at the same time, the group loses and the counting starts again at 0.
4. See how high the group can get in their count after a few failed attempts!

Tip: You can easily and quickly revisit this exercise throughout the day to regain peoples attention. This also gives participants the opportunity to try to beat their previous score!

PARTNERS HUNGARY'S FAVORITE ICE-BREAKER

BIG WIND BLOWS

Estimated Time: 8-10 minutes

Intended Audience: Any group of colleagues! Whether they've known each other for many years or are just meeting, this game is a great way for participants to learn more about one another.

1. Set up a circle of chairs. Make sure there are enough for everyone **except for one person**.
2. The person without a chair will be the first leader. This individual stands in the center of the circle and begins by saying the phrase, "The big wind blows to all who _____." They will finish the phrase with a statement that applies to them such as, "The big wind blows to all who drink more than two cups of coffee a day," or "The big wind blows to all who own a dog."
3. Next, everyone in the circle for whom that statement is true will stand up and try to find another open seat before it is taken by someone else. At this time, the leader will also try to find a seat.
4. The last person standing is the new leader. This can go on as long as is desired. 10-15 rounds is recommended.

Tip: This activity not only gets participants moving, but also allows them to learn about things they may have in common! Encourage people to think about similarities they may share with others in the room.

PARTNERS HUNGARY'S FAVORITE ENERGIZER

TIGER, GEISHA, SAMURAI

1. Split participants into two equal groups.
2. Each group will huddle and secretly choose one of three characters: a tiger, a geisha, or a samurai.
3. Once the groups have decided, the facilitator will count to three, then each group will simultaneously act out their chosen character. Tigers may roar and growl, geisha may dance, and samurai may swing their imaginary swords.
4. The game is won like rock, paper, scissors. Tigers eat geisha, geisha conquer samurai, and samurai beat tigers. If both groups act out the same character, the round is repeated.
5. The ultimate victor is the team that can win the best out of three rounds (excluding rounds in which there are ties).

Some rules: Everyone in the group must act out their character or the round will not count. All characters must be acted out at the same time and cannot be changed after the opponent's move is known.

Tip: This game should fill the whole room with energy and laughter! Encourage participants to fully embrace their characters. It may be awkward at first, but bringing a competitive spirit will keep everyone engaged and entertained.

Estimated Time: 8-10 minutes

Intended Audience: This is a fun team game that will encourage any group of participants to act and get out of their shells.

PARTNERS IRAQ

'S FAVORITE ICE-BREAKER

Estimated Time: 10 - 15 minutes

Intended Audience: This ice-breaker is ideal for small, diverse groups who are unfamiliar with one another. It allows participants to easily breach topics such as identity, culture, and self expression.

PORTRAITS

Note: Participants will need paper and some drawing materials to complete this ice-breaker.

1. Ask participants to draw two images...
 - i. **The first should be a visual representation of how they see themselves.** This could be a self-portrait or a depiction of other images that the participant associates with their identity.
 - ii. **The second should be a visual representation of how they believe others see them.** Similarly, this could be a self-portrait or depiction of other images they believe other people associate with them.
2. Once everyone is finished, the facilitator has several options...
 - i. They could ask participants to share their images with the entire group.
 - ii. They could break participants into pairs or small groups and ask them to share their images.
 - iii. They could ask the participants to keep their images to themselves, but share any insights they may have gained from the exercise.

Debrief Questions: What was common between the two drawings? What was true in the second drawing about how others see you? What characteristics were shared by multiple participants? How do you feel about the way you're perceived? If there were differences between your drawings, why do you think that was?

PARTNERS IRAQ'S FAVORITE ENERGIZER

MAKING A PERSON

Estimated Time: 10 minutes

Intended Audience: This energizer is best with large groups and requires a large room. It's meant to help participants practice their non-verbal communication and cooperation.

Preparation: In this exercise, participants will be forming the shape of a human body by arranging themselves in a room. The facilitator will decide who is part of each body part by writing the body parts on sticky notes and handing them out in the beginning of the exercise. Multiple people will form each body part (for example 3 people may form the head). In advance of the facilitation, decide how many people are needed for each body part, then prepare however many sticky notes are needed. For example, you may have 3 notes saying head, 5 notes saying body, 4 notes saying arms, etc.

1. Ask participants to stand in a large open space, and inform them that they will not be allowed to communicate verbally during the exercise.
2. Hand each participant a sticky note with the name (or drawing) of a body part on it.
3. At this point, the participants will have to "solve the puzzle" by arranging themselves into one full body, with each person forming the part of the body that they were assigned. Usually, one participant will take the initiative to lead the group by directing people into their appropriate places. If this does not happen, the facilitator may need to gently assist by giving non-verbal cues.

Debrief: After the activity, the facilitator can ask participants how it would have been if no one had taken the initiative to lead the group. This leader can be compared to a facilitator in peace building work. They can then ask if participants have experienced any similar leaders in their projects. Other debrief questions may include: How did it feel to communicate without words? What strategies allowed you to be successful? Did you feel understood by your colleagues?

PARTNERS JORDAN'S FAVORITE ICE-BREAKER

4 TRUTHS, 1 LIE

Estimated Time: 15-20 minutes

Intended Audience: This ice-breaker works best with groups that don't know one another. An ideal size is between 8-10 participants, however larger groups can be divided up if needed.

1. Divide participants into two even groups, then ask them to count off in each of the groups so that every member has their own number.
2. Have each participant pair up with the person in the opposite group who has a corresponding number (ones pair with ones, twos pair with twos, and so on).
3. In these pairs, participants will share five statements about themselves. Four of the statements should be true, and one should be false.
4. Participants will then reconvene as one large group.
5. Each pair will stand in front of the large group while pretending to be their partner. They will repeat their partner's five statements and the group will have to guess which of the statements is false.
6. Repeat this until all pairs have gone.

Tip: Encourage the participants to be creative but simple with their statements. The goal is to give people statements that are easy to understand but difficult to assess.

PARTNERS JORDAN'S FAVORITE ENERGIZER

FRUITS AND VEGGIES

Estimated Time: 5-8 minutes

Intended Audience: This game is great for any size group as long as they're ready to get moving!

1. Divide participants into four teams, and ask each to decide on a team name that is either a **fruit** or **vegetable**.
2. Bring everyone together to form a circle without intermixing members of different teams.
3. The trainer will then begin telling a story that occasionally mentions one of the team names. For example, "One afternoon, I was making an salad. I was sure to throw in some **tomatoes** and **apples...**".
4. When a team's name is mentioned in the story, the entire team must sit down then stand up as fast as they can. If any members of the team mess up, they are out and must leave the circle.
5. The last team standing is the winner.

Tip: This is a great game to get people moving and encourage collaboration and listening. The trainer can start off slow to get people used to the game, then pick up speed.

PARTNERS KOSOVO'S FAVORITE ICE-BREAKER

ONE COMMON THING

Estimated Time: 5-10 minutes

Intended Audience: This exercise gives people the opportunity to find similarities between themselves and others. It works best with groups between 5 and 15 people.

Preparation: Before the facilitation, print out a list of all the participants' names. Make enough copies of the list so that everyone can have their own.

1. Pass out the lists of participant names, and tell everyone that they will have to find one thing they have in common with each person on the list.
2. Set a timer (the time will depend on how many people are present) so that participants need to move quickly to find their commonalities.
3. Participants cannot use commonalities that are shared by the whole (or many people in) the group. For example, if everyone is from the same organization, that cannot be used as a commonality.

Tip: Be sure to give everyone enough time to have conversations, but not so much that they have a lot of time to think. The goal is to break down people's natural hesitation to promote quick and informal discussion.

PARTNERS KOSOVO'S FAVORITE ENERGIZER

BOWL OF QUESTIONS

Estimated Time: 5-15 minutes

Intended Audience: This is a great way for groups to share personal details, introduce new topics, and test current knowledge. It can be tailored to any size group, but works best when the group is small enough that everyone has the opportunity to answer a question.

1. Fill a bowl with small pieces of paper, each of which contains a question. The facilitator can write the questions out before the event or they can ask participants to write questions themselves. The questions may be focused on getting to know the participants, asking about preexisting knowledge concerning the facilitation topic, or brainstorming totally new ideas.
2. If the group is very large, they may split into smaller circles before they begin answering questions.
3. Go around the room (or smaller group) and have each person draw one question from the bowl.
4. They will then have to answer the question before moving on to the next person.

Tip: Think about the purpose of the facilitation while designing the questions. Do you need people thinking creatively? Do you need them feeling comfortable with one another? Do you need to understand their baseline knowledge of the facilitation topic? All these needs can be met if questions are designed mindfully.

PARTNERS LEBANON'S FAVORITE ICE-BREAKER

PAPER BALL OF QUESTIONS

Preparation: To prepare for this activity, write down very simple trivia questions on small individual pieces of paper. These questions could be about the participants, about their organizations, or about the topic being discussed. Then crumple all the papers together into a ball. The more questions you have, the bigger your ball will be. Make sure to have at least 10-15 questions so that the ball has enough weight to be thrown around.

1. To play, simply throw the ball to someone. Then have them pull one question off and answer it.
2. This can be done at any time throughout a facilitation or retreat, and can be used multiple times. A group may answer a few questions before starting, a few after lunch, and a few before closing. It could also be used after breaks to bring people's attention back into the room.

Tip: Questions are usually framed as trivia questions rather than open-ended "getting to know one another" questions. This can be a great way to test and reinforce the material being discussed.

Estimated Time: 5-10 minutes
Intended Audience: This works for any group of people and can be revisited multiple times throughout a facilitation or training.

PARTNERS LEBANON'S FAVORITE ENERGIZER

THE INVISIBLE LEADER

Estimated Time: 7-10 minutes

Intended Audience: This will work best with groups of over 10 participants and is a great way to get people thinking and moving.

1. Begin by asking for a volunteer. This individual will leave the room momentarily.
2. Once the volunteer has left, ask the group designate one person as "the leader".
3. Then, ask the group to decide on one gesture to be used during the activity. This could be a wave, a clap, a thumbs up, a wink, or anything else that the participants choose. Explain that when the leader does this gesture, everyone else should follow by performing the same gesture.
4. Ask the original volunteer to come back into the room.
5. The leader will then begin to perform the gesture at will, while the group follows. The volunteer must use their powers of observation to determine who the leader is.
6. Feel free to repeat as many times as desired.

Debrief: To debrief, ask the volunteer how they noticed the leader. Use this prompt to point out the fact that leaders are not always visible. Instead, they can also be a driving force in the background. On an effective team, the leader ensures that everyone is working effectively together and that all the needed roles are being addressed. This doesn't necessarily require them to constantly be in the spotlight.

PARTNERS WEST AFRICA - NIGERIA

'S FAVORITE ICE-BREAKER

COMPLETING THE WORD

Estimated Time: 5-10 minutes

Intended Audience: This ice-breaker gives participants a fun way to introduce themselves to one another. It works best in groups of 15-20 people.

Preparation: Before the facilitation, write down a list of words that are relevant to your topic. The number of words you list should be half the number of your expected participants. Each word should be at least five letters, the longer the better. Then, write each word on a piece of paper, cut the papers (and words) in half, and shuffle the stack.

1. Pass the shuffled stack of papers around the group of participants. Have each person take one half paper, with half of a word on it.
2. Participants then have to mill around the room until they find the person who can complete their word.
3. When they find the other half of their word, each participant must share something about themselves (this could be a memory, story, interest, etc.) that relates to their word.

Tip: Feel free to get creative with your words. Think about what prompts will encourage people to share interesting stories with one another!

PARTNERS WEST AFRICA - NIGERIA'S FAVORITE ENERGIZER

LOCOMOTIVE

Estimated Time: 2-5 minutes

Intended Audience: This is a quick energizer to get people moving and bring up the energy in the room.

1. Ask participants to stand, this can be in a circle or any formation they like.
2. The facilitator will then begin to roll their hands around one another in a circular motion.
3. Instruct participants to clap at the same speed at which the facilitator is moving.
4. As the hand-rolling becomes more rapid, so does the clapping and vice-versa.

Tip: See if people can stay on speed not only when speeding up but also as things slow down. Can you trick them by changing speed abruptly? Feel free to have fun!

PARTNERS POLAND'S FAVORITE ICE-BREAKER

THE HUMAN KNOT

Estimated Time: 5-10 minutes

Intended Audience: This ice-breaker is a great way for people to have fun and become more comfortable around one another!

1. Ask participants to stand in a very tight, small circle.
2. Have everyone close their eyes, and extend their arms forward while crossing one arm over the other.
3. From this position, instruct each participant to grab someone else's hand, while keeping their eyes closed.
4. Participants then must open their eyes and untangle themselves without anyone letting go of the hand they are holding.

Tip: Remember, there are multiple "solutions" possible. Participants may end up in a large circle, in two concentric circles, or even in two circles connected like a chain link. This will all depend on whose hand each person grabs.

PARTNERS POLAND'S FAVORITE ENERGIZER

DOUBLESYLLABIC

Estimated Time: 5-10 minutes

Intended Audience: This works well with any size group. It requires participants to yell, so the group must be in a space where they are able to make some noise.

1. Begin by asking one person to momentarily leave the room.
2. Once one person has left, divide the remaining participants into two equal groups.
3. The task of the entire group is to choose a word that consists of two syllables. Each group will be assigned one of the word's syllables. For example, if the word is "conflict", one group will be assigned "con" and the other, "flict".
4. Ask the person who left the room to return and have them stand in between the two groups.
5. On the facilitator's cue, the two teams must shout their assigned syllable simultaneously.
6. The person in the middle must then attempt to guess what the word being shouted is.
7. Repeat as many times as desired.

Tip: It's best to use words that have different, but similar sounding syllables such as "kayak" or "moment".

PARTNERS WEST AFRICA - SENEGAL

'S FAVORITE ICE-BREAKER

ROTATING LINES

Estimated Time: 5-10 minutes

Intended Audience: This ice-breaker is great for small to medium sized groups that are meeting one another for the first time.

1. Have participants break up into two groups.
2. The groups will form two parallel lines so that every group member is across from someone in the opposite group.
3. Each participant will turn to the person across from them and introduce themselves by saying their name, where they are from, what they work on, and any other details they would like.
4. Everyone in the first line will then shift down by one person so that they are standing across from a different partner. The person in the front of the line will move to the back.
5. Continue this rotation until everyone has met all the participants on the other team.

Tip: This works best when participants already know half of the people in the room, since people in the same line won't necessarily get the chance to meet during the exercise.

PARTNERS WEST AFRICA - SENEGAL'S FAVORITE ENERGIZERS

GENDER CLAP AND FOLLOW THE LEADER

Estimated Time: 2-3 minutes

Intended Audience: These are two quick energizers meant to get everyone moving and having fun!

Gender Clap - this exercise is often used to begin sessions with women's groups.

1. Begin by telling the participants to follow the facilitator's lead.
2. Begin to clap anywhere between 1 and 10 times.
3. All participants will clap the same number of times in response.
4. Continue for as long as you like.

Follow the leader

1. Have all participants stand.
2. Instruct them to perform simple movements such as "touch your knees", "touch your toes", or "jump."
3. Continue until everyone is laughing and having fun!

Tip: These fast-paced exercises are great after a big meal or long break to get people engaged. Once the participants know how to play, you can also jump right into them without any explanation as a way of regaining people's attention.

PARTNERS SERBIA'S FAVORITE ICE-BREAKER

THE ONE-WORD TOSS

Estimated Time: 5-10 minutes

Intended Audience: This is an ice-breaker that allows participants to give quick, fun, and humorous introductions.

1. Ask participants to stand. They could be in a circle or any other formation that allows them to easily toss a ball around.
2. Toss a small ball to any participant.
3. Whoever has the ball must describe themselves in a word (or short phrase). They could say something simple like "energetic", or a few words such as "I like to eat."
4. Once each person goes, they must throw the ball to a different participant.
5. Each participant must have one turn to speak.

Tip: It's likely that funny words or phrases will come up through the course of the exercise that participants will be able to refer back to throughout the day as a way to have fun with one another. It may be helpful for the facilitator to give an uncommon example so that participants feel more comfortable being creative and expressive.

PARTNERS SERBIA'S FAVORITE ENERGIZER

Estimated Time: 10-15 minutes

Intended Audience: This energizer gets people moving and encourages a little friendly competition as participants work to remain the last one on the island!

MUSIC ISLAND

1. Clear a space in the center of the room. Tape two pieces of flip chart paper together (or more depending on the size of the group) and place them on the ground.
2. Ask all the participants to stand on the paper. At the start, it should be large enough for everyone to fit on.
3. Begin playing music while participants are on the island. When the music stops everyone must get off the island and pretend to swim in the surrounding water.
4. While participants are swimming, the facilitator must rip off a piece of the island, making it smaller.
5. When the music starts again, everyone must struggle to get back on the island. Anyone who doesn't fit back on is out.
6. Continue for about five rounds of ripping until only one person is left.

Tip: For groups that focus on mediation or conflict resolution, this exercise can be used to show how we often behave when we perceive a resource (such as space) to be limited. This could be used to start a discussion on alternative cooperative strategies participants could have used.

PARTNERS FOR DEMOCRATIC CHANGE SLOVAKIA

'S FAVORITE ICE-BREAKER

PERSONAL ADJECTIVES

Estimated Time:

10-15 minutes

Intended Audience:

This game is great for groups with fewer than 20 people that still do not know one another very well.

1. Begin with all participants standing in a circle.
2. Choose one person to start the game. This person will state their first name and one adjective that begins with the same letter. For example, they may say, "I am Silly Susan".
3. The next person in the circle will have to point to the preceding person, say that person's name and adjective, then add their own. For example, they may say "Silly Susan (motioning towards Susan), I'm Diligent Dusan".
4. The third person will then have to recite the names of the previous two people before introducing themselves.
5. As this continues around the circle, participants will have to recite the names of everyone before them, before adding their own. The last person will have the challenge of remembering everyone's name and adjective.

Tip: If a group member is having a hard time finding an alliteration for their name, they can instead focus on the second letter of their first name, the first letter of a nickname, or the first letter of their middle or last name.

PARTNERS FOR DEMOCRATIC CHANGE SLOVAKIA'S FAVORITE ENERGIZER

PERSPECTIVES

The facilitator can choose to show one, two, or all three of the following pictures to the group. Questions accompanying each of the pictures can be found on the following page.

Estimated Time: 10-15 minutes
Intended Audience: This is great for groups that would prefer not to get up and move around. It provides a nice break from work while still allowing for meaningful and relevant reflection.

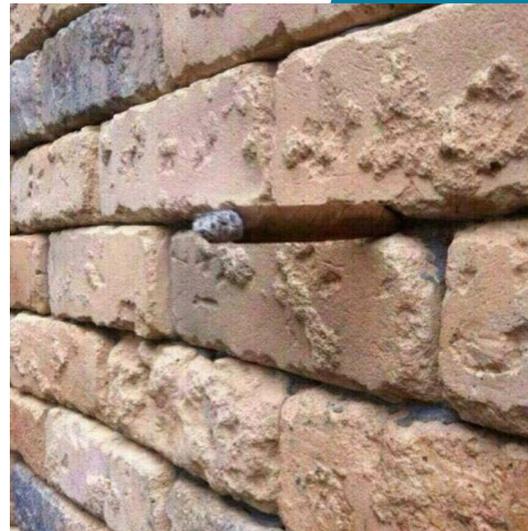
1



2



3

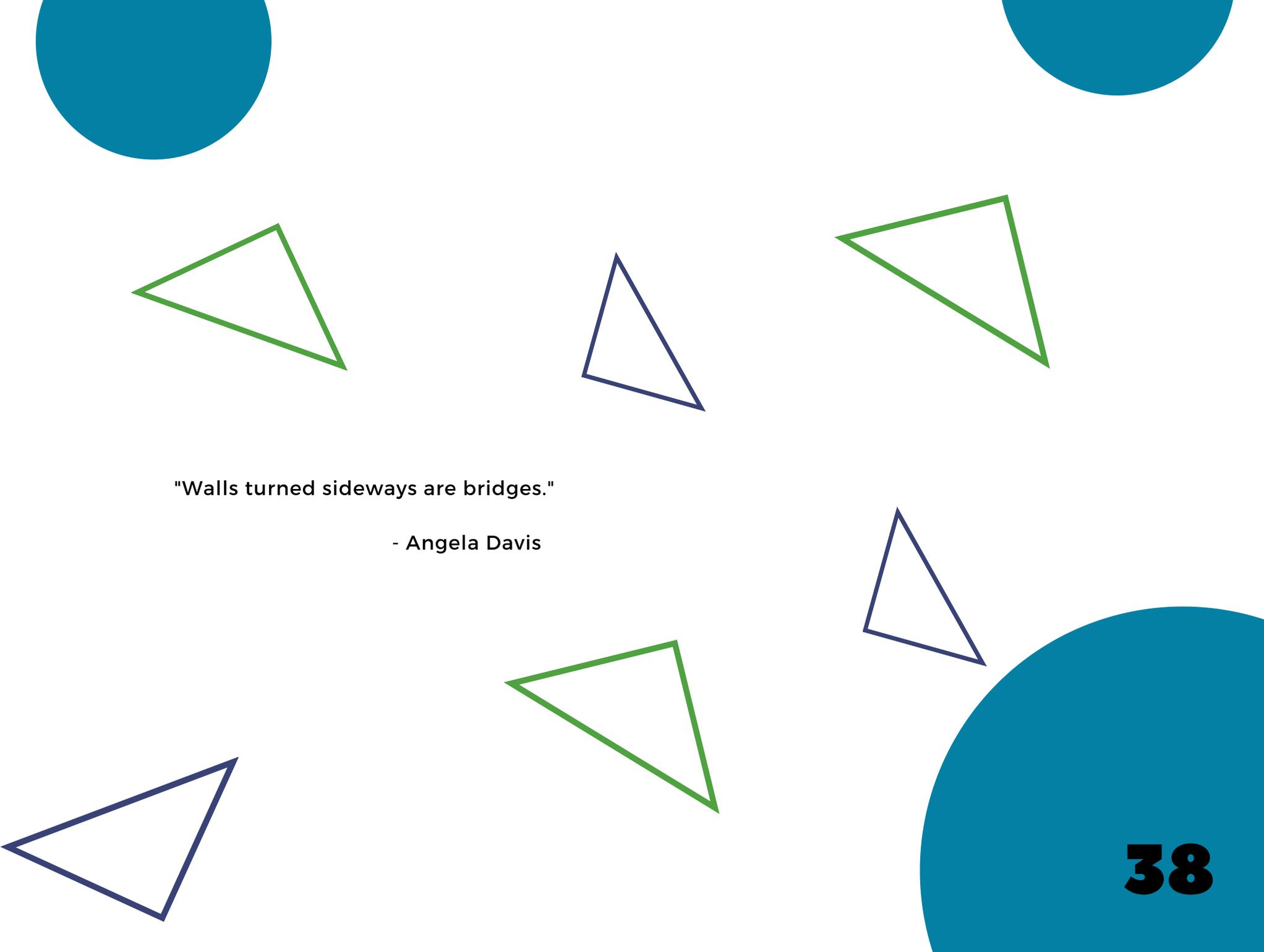


PARTNERS FOR DEMOCRATIC CHANGE SLOVAKIA

Picture 1 - First ask the group which shape does not belong. Is it the green one because of the color? The circle because of its shape? The small square because of its size? Have the group discuss and debate. This is meant to challenge people's differing perspectives and show them that there is often more to consider than may initially come to mind. Parallels can then be drawn between the picture and the real world. Nuanced differences may make us appear odd or abnormal. However, a peace building mindset requires us to understand differences along with their complexity.

Picture 2 - Ask the group to make observations about the picture. They may say several things. Why are the raccoons so calm? Why is there a rock floating in the sky? What's holding up the rock and why is there a fly next to it? Give participants time to try and answer. If they cannot find the answers, the facilitator can explain that what looks like the sky is actually a reflection of the sky in water. The rock is in the water, and we're seeing the raccoons from a slightly downward angle. Once people are able to shift their perspectives, have a conversation about the meaning of changing perspective. Is it challenging to overcome what you already think? How does it feel when you don't understand something you see? What will you do next time you're approached with a similar scenario?

Picture 3 - Ask participants to make observations about the photo. They will soon realize it looks like the stone is wedged in the bricks. Ask, what is it doing there? The participants may not see it at first, but the stone is actually the end of a cigar. Once participants see the cigar, have a conversation about what it meant to find the cigar in a hidden place. Have they experienced anything similar in their work? How can we change our perspectives to uncover things we may not have seen before?

The page features several decorative elements: two teal circles at the top corners, two teal circles at the bottom corners, and five triangles scattered across the page. Three triangles are outlined in green, and two are outlined in dark blue. The text is centered in the middle of the page.

"Walls turned sideways are bridges."

- Angela Davis

PARTNERS YEMEN'S FAVORITE ICE-BREAKER

PASSING THE BALL

Estimated Time: 15-20 minutes
Intended Audience: This is a great way to give everyone a chance to speak and tell their story.

Preparation: The facilitator will need a ball to begin this exercise. This can be any type of ball that is able to be easily thrown around by participants.

1. Begin by tossing the ball to any participant. Whoever receives the ball will have to...
 - a. Share their name and where they're from.
 - b. Share one story or experience related to the topic being discussed at the facilitation.
2. Once they have shared, the participant can toss the ball to anyone else they wish.
3. This continues until everyone has been introduced.

Tip: Use this exercise as a way for participants to tell their stories and express why they feel the material being discussed is important. Using the ball assures that everyone gets a voice and opportunity to speak!

PARTNERS YEMEN'S FAVORITE ENERGIZER

LIFE JOURNEY

Estimated Time: 15-20 minutes

Intended Audience: This works best with smaller groups. It helps participants build empathy and understanding with one another.

Preparation: To prepare for this activity you may want to collect some art supplies or flip chart paper and markers. While this isn't absolutely necessary, creating visual aids may help participants better explain their stories.

1. Ask each participant to think about their life story. The facilitator may provide art supplies or flip chart paper for participants to illustrate their stories.
2. Going around the room, ask each participant to share their story with the others.
3. If stories are unclear, feel free to ask two or three probing questions so that everyone feels heard.

Tip: Encourage participants to be detailed and creative as they reflect on their lives. What have been central themes? What do they wish other people knew? What path do they see themselves currently on?

