# Stop, Start, Continue

## Overview

Stop, Start, Continue is an exercise that enables Forum members to provide feedback to each other about their contribution, action and behaviors in Forum. The exercise offers an opportunity for people to voice thoughts that they may have been suppressing. By the end of the exercise, everyone has offered input to everyone else and received input from everyone in the Forum.



## Objectives

- To share our thoughts and feelings about how members contribute to the Forum experience
- To gain input and insight from our fellow Forum members on our own contribution to the Forum

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| **Depth Level:** | Medium |
| **Facilitation Skills:** | Advanced |
| **Estimated Time:** | 45 minutes |
| **Tools Needed:** | A large stack of 3 x 5 cards, pens/pencils |
| **Handouts:** | None |
| **Pre-work:** | None |
| **Notes:** | • This exercise is a good tool for allowing members to vent frustrations in a non-confrontational manner. It can help to clear the air when there are interpersonal relationship issues.<br>• This can be an uncomfortable exercise for some people.<br>• Remind everyone to focus on the behavior as the problem, not the person.<br>• If your Forum is experiencing extreme difficulties, you may want to consider bringing in a professional facilitator to work through this exercise.<br>• This exercise can be used for other types of input, such as business, health or communication skills. |
| **Author/Source:** | Unknown, adapted for Forum |

## Facilitator Instructions

1) Each member gets a blank 3 x 5 card for every other member of the Forum. Write each person's name on a card until you have a card for every Forum member. Do NOT write your own name on the cards.

2) On each card, write Stop, Start and Continue. Then write down one thing you would like that member to stop doing, one thing you would like them to start doing, and one thing you would like them to continue doing in Forum.

3) Complete one card for each member of the Forum.


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4) After everyone has completed all of the cards, collect the cards and sort them by person. Distribute the cards directly to each person. When finished, you will have a stack of cards in front of you from your fellow Forum members with suggestions on things you should stop, start and continue doing.

5) Allow each person time to read through their cards on their own. Note the "green tail" syndrome.

> **The Green Tail Syndrome**
>
> If one person tells you that you have a green tail, they are crazy. If two people tell you that you have a green tail, it's a conspiracy. But if three people tell you that you have a green tail, you turn around and look.
>
> The implication here is that if several of your Forum members say that you are exhibiting a particular behavior, there is likely to be validation in the repetition. It may be a matter of perception; in other words, they perceive the behavior whether you intend it to be so or not. It may also be a matter of awareness in that we are often unaware of how our behavior may be affecting others.

6) Go around the room one at a time and let each member share anything they learned from their cards. This should be done in a non-judgmental manner. In other words, if someone is not comfortable talking about their "green tail," they shouldn't be forced into it.

7) Encourage members to talk with the Moderator privately if they have concerns about any of their cards.


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