



## 26. GROUP MANAGEMENT

How to activate passive participants to engage in distance communication

### CONTEXT

Distance communication should be about sharing ideas, engaging in relevant topics, and finding solutions as a team. However, the reality might be different. When meetings go wrong, people start to turn off cameras and microphones, stop participating, and as a result, the benefit of the meeting might be insignificant. However, when meetings are successful, participants know what is expected of them in the future, and productivity increases.

### THEORETICAL BASIS

Passive participants might feel that they are not part of the group. The creation of a strong group identity among the participants fosters engagement in group activities. The activation of the participants can also be related to conflict management (e.g. try to avoid direct disagreement), which is an important skill to obtain in social situations. Group leaders can, therefore, create a strong group identity by emphasising communication and feedback skills.

### ACTIVITY IN A NUTSHELL

The activity “Draw that” is very simple, but it teaches participants that it is important for internal group cohesion if everyone participates in group work. The activity encourages participants to listen carefully and concentrate on the task at hand.

## Activity/Solutions

### CONTACT TYPE

Online/Contact

### TIME NEEDED

10 minutes

### NUMBER OF PARTICIPANTS

Over 4

### ACTIVITY TYPE

Group work

### Goal

- To engage all participants in the activity.
- To activate passive participants.

### How to prepare

- Each participant needs to have paper and pencils.

### Activity step by step

#### Activity “Draw that”:

1. Tell the participants to take out their paper and pencils.
2. Instruct them to listen to your instructions and draw accordingly.
3. Tell the participants that they are not allowed to ask questions during the instructions and that they must draw by using their imagination and listening power.
4. In the activity, you can instruct them to draw, for example, “draw two circles and one square beside the first circle; draw a triangle beside the second circle, etc.”
5. When the activity is over, tell them to show their drawings to each other. Most of the drawings will differ from the instructions.
6. Discuss with the participants what this activity has taught them.

### TARGET GROUP

- All target groups

### VARIATION OF THE ACTIVITY

The “Draw that” activity can be changed into “Listen and repeat”, such as a sequence of random numbers, names of composers, etc.