



I Solved It! Learning Exercise

Learning & Skills: Positive Thinking
Self-Motivation
Problem Solving
Decision Making

Time & Tools

Total Time: 45 minutes
Necessary Tools: Pencils or pens and blank paper
Optional Tools: Flip chart or writing board

Note: The room needs to be large enough so that partners or groups are not sitting directly beside each other. A classroom setting is ideal.

Step 1

1. Give everyone a pencil or pen and blank paper.
2. Tell everyone they will be performing an exercise that involves problem solving.
3. Tell everyone to think of a *problem they solved* on a current or previous job. This problem could involve dealing with people, performing the job, or anything else work-related.
4. Tell everyone they will have **5 minutes to silently write** down their problem and how they solved it (they do this as individuals).

Step 2

1. After 5 minutes, have everyone form groups of 3 or 4 people. Have the groups move throughout the room so they are not too close to each other.
2. Tell everyone they have 15 minutes to share, with their group members, their problem and solution. While sharing their problems and solutions, they discuss the things that are similar and different.

Step 3

1. After 15 minutes, have everyone face the person leading the exercise. Can have everyone return to their original location, if the room is large and it would be difficult to hear the exercise leader or others.
2. Have a representative from each group **summarize the problems and solutions** of their group members. During this summary, the representative talks about the things that were **similar and different**.

Step 4

Note: For this Step, if a flip chart or writing board is available, capture this information for viewing by everyone.

1. After all groups have shared their problems and solutions, ask the following general “take away” question:

What does this exercise say about how we solve our problems, individually and as a group?

Take Away Examples

Note: Below are some “take away” examples from the exercise. If the attendees do not mention these, the exercise leader could mention them.

1. There will be times when everyone will face a problem at work.
2. There are various ways to handle work problems.
3. Some approaches we use to handle work problems are similar.
4. Some approaches we use to handle work problems are different.
5. Even when work problems seem impossible to solve, there is sometimes a solution.
6. If we, as individuals, face a problem at work, it is likely that someone else in the industry has faced a similar problem.

Optional Additional Question:

How could you use the ideas from this exercise in your personal life or your work life?

Adjustments to I Solved It! Exercise:

1. Could change the Problems topic to something different (e.g., problems finding a job, problems staying motivated between jobs).
2. Change the Time or Grouping: The time for this exercise is based on 6 – 10 people. Make adjustments based on the number of attendees at your meeting. If number of attendees is smaller, you could have them work in pairs (2 people). If the number of attendees is larger, you could increase the size of the group members (e.g., 5 – 6 people).