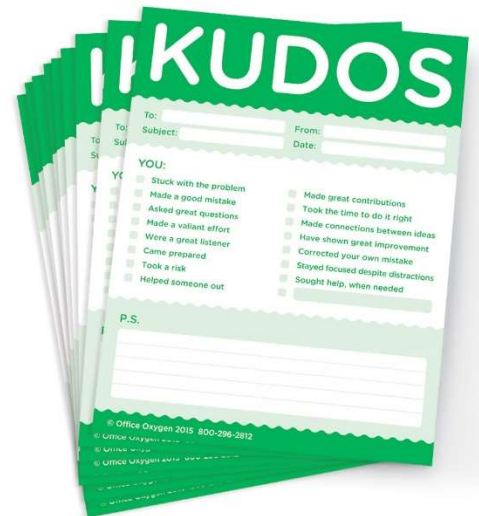


## “KUDO-GRAMS”

**Goal:** identify and magnify positive behaviors and growth opportunities in lived experiences. A great activity for mindset courses, strength-based activities, warm-ups, and energizers, as kudos notes help introduce examples of growth mindset, and other positive behaviors.

### Materials:

- Green KUDOS for Growth note pads — 1 sheet (“task card”) per participant
- **Huddle Signs for the three categories of positive behavior:** MAXIMIZING MISTAKES / EXHIBITING EFFORT / MAKING CONTRIBUTIONS (see below)



**Time:** approximately 30 minutes

## ACTIVITIES

### 1 = INDIVIDUAL TASK TO ENGAGE EVERY PARTICIPANT (5 minutes)

- **Read the list of behaviors** that indicate a growth mind-state is at work.
- **Call for a SHOUT OUT as to what P.S. stands for (Postscript)** in Millennial-lingo, they might say xxx
- **“My Good” Activity** – ask which of these behaviors are you already doing well? Give yourself KUDO credit. Express gratitude to yourself. Have participants select one behavior they consider a personal strength.
- **Check One Box Activity**—explain, even though you could be checking multiple boxes, recall a specific time you practiced this growth behavior.
- **WRITE a P.S. note-to-self** – Recall what happened when you did good. Jot down the impact or outcome regarding you and this behavior in that specific situation.
- **PREPARE to share** if and what you choose to share about this story.

### 2 = PAIR SHARE With ONE thought partner (after individual reflection) (~ 8 minutes)

- **SWAP notes & TELL A STORY** of a time when you practiced / exhibited that positive behavior. How did you feel regarding yourself & your job satisfaction? What do you believe was the positive impact/ outcome?
- **LISTEN to your partner’s feedback/** reaction/ comments

#### 4 = TASK TEAM -Small Group collegial conversations (~ 12 minutes)

- **HUDDLE/ gather/ shift/ move to three common ground corners**  
Consider dividing participants into three groupings (MAXIMIZING MISTAKES / EXHIBITING EFFORT/ MAKING CONTRIBUTIONS). Post these on wall or distribute them on a handout. Invite them to choose which they believe is the best fit for the growth behavior in their story. Of course, it doesn't matter which huddle they join.
- **SHARE interesting story examples** of these behaviors
- **DISCUSS the positive impact/ outcomes of these behaviors**
- **PREPARE a spokesperson** to summarize the + impact/outcomes (not stories)

#### ALL = WHOLE GROUP FOCUS (~ 10 minutes)

- **Have all RETURN** to their seats
- **Invite reports by each spokesperson**
- **“Wannabe” Behaviors:** Revisit the KUDO behaviors on the sheet and have **everyone check one behavior they aspire to have or practice.**

#### CLOSER, IF TIME PERMITS... (~ 10 minutes)

Ask participants write on a new sheet and hand deliver a “Kudo-gram” to another in the room. Of course they may choose to check multiple boxes. Encourage writing personalized, “P.S.” notes.

#### MAKING CONTRIBUTIONS

- Came prepared
- Made great contributions
- Made connections between Ideas Helped someone out
- Were a great listener

#### MAXIMIZING MISTAKES

- Made a good mistake
- Corrected your own mistake
- Have shown great improvement
- Stayed focused despite distractions
- Sought help when needed

#### EXHIBITING EFFORT

- Stick with a problem
- Show improvement
- Take a risk
- Take the time to do things right
- Made a valiant effort