

## EMPTY CHAIR Exercise

**PURPOSE:** Include the perspective of the underrepresented/absent Emergenetics attribute(s) on the team. This exercise provides a technique to use in meetings and in planning.

**DESCRIPTION:** The Empty Chair is representative of the attribute(s) that are missing in the team. Using this technique, team members consciously consider the perspectives of the “empty chair”. In the process of discussing and evaluating the project, exploring approaches, and carrying through execution, the team deliberately includes the points of view that would be offered if a person with the missing attribute(s) were a part of the team.

**SET-UP:**

- As a team, determine the attribute(s) that are underrepresented or absent in the team. It is recommended that you use the Emergenetics+ App to create a Combined Group Profile and to provide each person access to other team member Profiles.
- Assign a team member to capture and share ideas and plans.

**FACILITATING THE EXERCISE:**

1. Agree on a planning scenario for the team to focus on. For example, teams can work on:
  - i. A current team project that will benefit from new or fresh thinking.
  - ii. An example scenario such as planning a fundraising event for the local animal shelter.In either scenario, develop a plan that outlines the who, what, where, why and when of the project or event.
2. Allow up to 15 minutes to discuss and make a plan that includes the perspectives that would come from the empty chair.
3. Debrief the exercise using the following questions:
  - i. What was it like to include an attribute that was not present in the team?
  - ii. What did you notice about yourself as you tried to think from the empty chair perspective? What was the impact of including this perspective on the process and results?
  - iii. How can you apply this concept with your team and in the future?