Think, Pair, Share

TOPIC	TIME [10 MIN]	FACILITATOR'S NOTES
Prepare participants	3	Explain to team members that Think, Pair, Share is a tool that can be used to reflect on an idea, problem or to get feedback. Acknowledge that it will feel a bit fast paced. Share the topic or question that will be the focus of the discussion with the group. We recommend having a simple slide to project and/or in writing it out in the chat box (if applicable to the platform you are using). Let them know that the session will begin with time to silently think and capture their own perspectives before using the breakout rooms to pair them with another person and then back together as a whole group.
Individual reflection (Think)	1	Have the team reflect on the question or topic alone. Ask them to write silently, draw pictures or close their eyes and think. Facilitation Tip: While team members are reflecting, create breakout rooms with 2 people in each (if there is an odd number, it's okay to have 3). Consider playing music in the background as individuals work.
Paired reflection (Pair)	2	When the time is up, let them know they will now be placed into a breakout room with another person. Ask the pairs to share and develop ideas, keeping track of the similarities and differences they notice in each other's reflections.
As a whole team (Share)	4	Bring everyone back together. Provide instructions for sharing such as: "We are going to do a round robin sharing of thoughts and ideas. This should not be a report out of everything, just a capture of the best points and ideas that surfaced. I'll call out the names." Or if utilizing a video conference platform that has chat functionality, "Capture your 1-2 takeaways in the chat box first, and then we will have time to share out key points that you feel are important to call out to the group." Repeat this exercise as many times as needed to inspire new view points and ideas or enlist feedback from your team.