

☐ ☐ ☐ CHOOSE OR LOSE

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Description: This is a reflective closing activity that will provide some action after the training has concluded. The idea is to ask the participants to consider one or two key things they would like to implement after the program based on what they have learned (this is the “choose” part of the activity), as well as one or two things they would like to stop doing in their normal practice (this is the “lose” part).

Objective: Identify specific action items for participants to focus on post-training.

Audience: Any training audience

Time: 10-15 minutes

Group Size: Any size

Materials: Index cards and writing utensils

- Process:**
1. Provide each participant with a blank index card and ask them to write “Choose” on one side and “Lose” on the other side.
 2. Next, encourage participants to add one or two points under each heading.
 3. Once all participants have completed their cards, the trainer should organize them into teams of 3-6 people and ask them to share what was written on their index cards among their teams.

Debrief: The trainer should remind the participants that the transfer of concepts to their workplaces rests with them and, if they have the courage to try something new as well as to discontinue unproductive or inefficient practices, they are one step closer to improved performance. This “choose or lose” card is therefore the first step in creating the changes needed.

- Variations:**
1. Provide the audience with envelopes and ask them to self-address them. Finally, collect each of the index cards, attach stamps and post them on the participants’ behalf about three weeks after the training. In this way, the card acts as both a closer to content as well as a reminder of the content post-training. There will be greater impact for the participants as they are essentially creating advice for themselves from themselves. The arrival of the envelope could also kick-start the implementation process if it hadn’t already started.
 2. Replace the index card with two different colored sticky notes and then present the “choose” or “lose” findings on the wall in a prominent location. This would be particularly useful for a longer program to support the on-going reflection of content.
 3. This activity could be done in a similar way for online learning by replacing the index card with a virtual sticky and the small groups with a private online chat room for three to six people.