

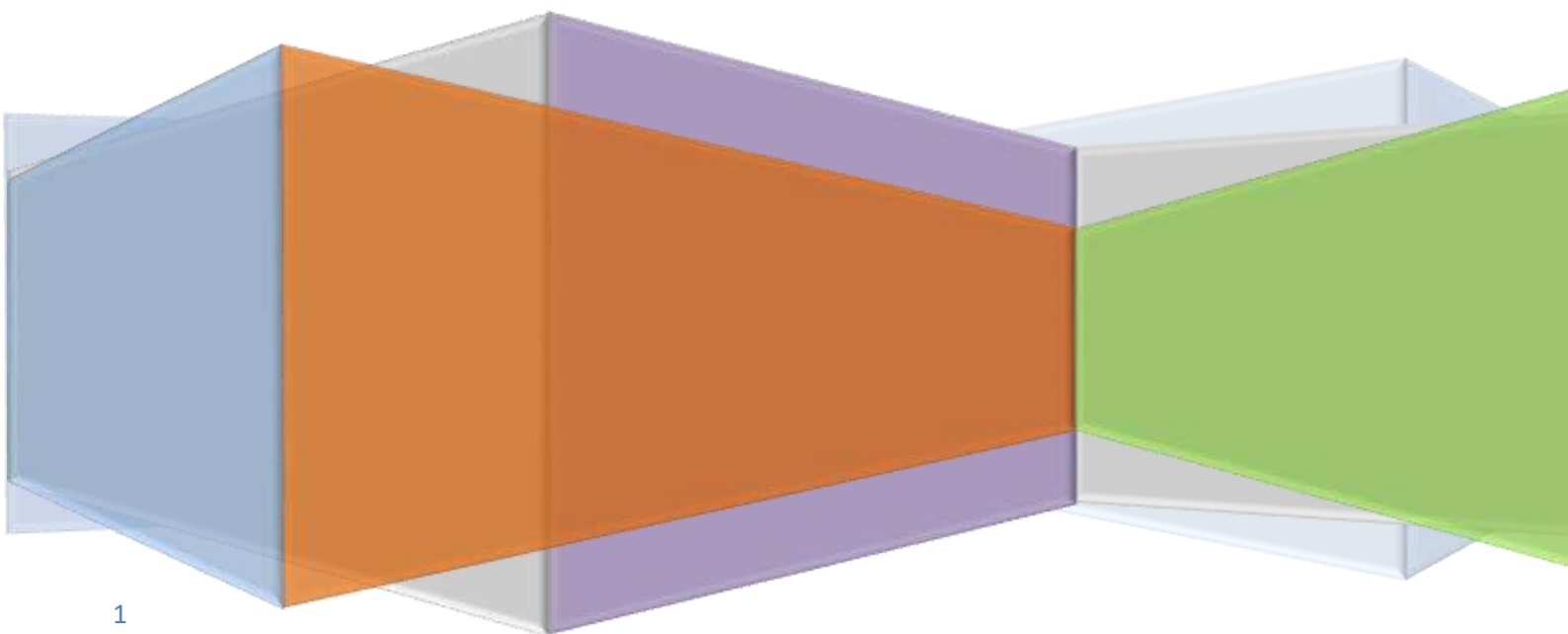


IO2. Task 2.2

Work slowly, work better

Training toolbox

Fall into the helper's trap



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NAME OF THE TOOL: Stinky Fish

ORGANIZATION AND COUNTRY: GROWTH COOP -SPAIN

Online Face to face

Overview (What I am going to learn?):

A short activity focused on sharing any concerns related to the overall theme. The purpose is to create openness and "clear the air" within a group. The stinky fish is a metaphor for "that thing that you carry around but don't like to talk about - but the longer you hide it, the stinkier it gets." By putting "stinky fish" on the table, participants relate to each other, get more comfortable sharing, and uncover areas for learning and development. This tool can be facilitated both face-to-face and online

Objective (What am I going to learn it for?):

The stinky fish is a metaphor for "that thing that you carry around but don't like to talk about - but the longer you hide it, the stinkier it gets. it is a good technique to put on the table those things that we do not dare to say at work, for fear of not knowing how to say no, not being assertive... but that sometimes make us overload ourselves with tasks without being able to dedicate ourselves to our own tasks.

Materials:

Printed A4 papers with a large outline of a fish

Time: 20-30 minutes

Target group: Whole organization and team, workers and employees

Instructions for facilitators

Introduce the purpose of the exercise in your own words. Explain that the purpose is to explore and share our individual concerns/worries about the workshop/program theme as a way to start a conversation and begin to confront or overcome them.



Tasks and procedure

Step 1:

Purpose

Introduce the purpose of the exercise. Explain that the purpose is to explore and share our individual concerns/worries about the workshop/program theme or about the future as a way to start a conversation and begin to confront or overcome them.

Face-to-Face: Give a Stinky Fish template to each participant. Explain the metaphor of the Stinky Fish: “The Stinky Fish that thing that you carry around but don’t like to talk about; but the longer you hide it, the stinkier it gets. It’s a metaphor for fear or anxiety; something that will only get worse if you don’t acknowledge and deal with it.

Step 2:

Give participants around 5 minutes to capture their personal stinky fish for the context of the workshop/program.

For example, if the context is a Digital Master Class, the stinky fish could be about fears and anxieties related to digital change. If the context is an organizational change workshop, the stinky fish could be about fears and anxieties related to changes within the organization. People should write only a few words or a phrase inside the body of the fish.



Step 3:

Once all participants have captured their own stinky fish, invite the group back, and have each participant share their stinky fish with the rest of the group.



Ask participants to share one at a time, for 30-60 seconds each. Continue until all participants have shared.

Optionally, put all the stinky fish up on the wall as a kind of gallery (online & face-to-face). It can be useful to come back to them later in a program to refer back to some of the fears and anxieties that were brought up at the beginning.

Step 4:

Closing

Explain that "putting fish on the table" is an important first step to confronting and dealing with concerns and worries. If relevant, explain that elements of the



workshop/program to follow will offer the chance to further explore some of these stinky fish

Adaptation to online implementation

For online sessions, you may choose to share the template or use an online template



Connection with the skill

This tool is related to the skill "Falling into the helper's trap" as one of the reasons that leads many workers to overload themselves with tasks and responsibilities that belong to others is not knowing how to say no and to set limits. When those around us perceive that they can always count on us, we fall into a trap: burdening ourselves with their responsibilities out of an irrational fear of feeling rejected. This can help workers to voice their concerns.

Conclusion and evaluation

By putting "stinky fish" on the table, participants relate to each other, get more comfortable sharing their concerns and help those workers who are not able to set limits at work.



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