



# Resource Croaking (Gossiping) – Exercise 1

\*Brenda first experienced and learned resource gossiping as an exercise from Peter Szabo in one of his excellent workshops.

The first day back from break, teachers at a private school came together for a whole day of teambuilding and individual goal setting. Two new teachers were introduced to the group. Mid-afternoon Sarah asked the teachers to get into groups of four to “resource gossip” about the things they believe to be true or know to be true about each other phrased in a way of what they appreciate, admire or rely on in the people present. The trick was they had to talk about each person individually as if they weren’t there. In other words, she told the teachers to gossip (imagine!) but in a healthy way. During the debrief, the teachers said they felt uplifted that their colleagues believed in them, remembered their gifts when they hadn’t been together in months, and were energized to start the year with an appreciation for each other. Perhaps most touching was when one of the new teachers, who had been very quiet all day, shared, “I feel so fortunate to work with such an observant, kind-hearted, and passionate group of women who share the same love for children and teaching that I do. I had no idea you could know me so quickly, and I thank you for that. Before today I was nervous but now I know you have already decided I will be a success!” Wow. Don’t you just want to grab three friends or colleagues right now and try this exercise?

## **This exercise is great because it:**

- Is energizing
- Can be done in small to large groups
- Can take as little as 15 and up to 45 minutes for a deeper dive
- Builds positive energy
- Can be used with groups have just known each other for a few hours to years

## **Materials:**

- Cardstock or paper
- Pens
- Any device to track the time

- Noisemaker (especially if you have large group)

### **Instructions:**

1. Explain the concept of resource gossiping (see pages 47 or 59 of our book “Forever Recognize Others’ Greatness: Solution Focused Strategies for Satisfaction Staff, High Performing Healthy & Healthy Bottom Lines” or search Sarah’s blog at [www.greatnessmagnified.com](http://www.greatnessmagnified.com)). If you’ve really embedded FROG into your team or organization, you can call it “Resource Croaking”!
2. Have people form groups of 3 or 4 (no more than 4 and try to have people for the same sized groups so they are finished at the same time). Ask them to determine who is Person A, Person B, and so on.
3. Explain the exercise, and remind them you will cue them when it is the next person’s turn. Reinforce it’s important to not shirk off any compliments, and each person should end their turn with two simple words, “thank-you”.
4. This next step can be done standing up or sitting down.

Person A turns his or her back to the group. The others then “resource gossip” about Person A for the next 2-5 minutes (set the time depending on how much you have and be sure to tell them when time is up). If the group is at all struggling, you could share these questions as starting points for the discussion (it should feel fluid and natural though, not like a question and answer!):

- What strengths, talents, and gifts does this person have?
  - What lesson, observation, or story can you recall that exemplifies this?
  - What do you value in the person?
  - Where do you believe the person will be successful?
  - What impression do people get right away about him or her?
5. At the end of the allotted time (usually 1 minute), signal (with a noisemaker is necessary) it is time to switch
  6. Person A turns to the group and simply says “thank-you”
  7. Steps 4 to 6 are repeated for Person B and the rest until all have had a chance to resource gossip and be resource gossiped about

### **Debriefing Questions:**

- What was it like to be on the receiving end of “resource gossip”?
- Were you aware of all the things your colleagues said about you?
- How could you use this outside of this session? How might this be applicable to other settings?

- How does it impact your thinking about gossip?

### **Translation to the work setting:**

- Explain the concept of resource gossiping to others. Make it a familiar concept. Point out it happens fluidly anyone someone shares something positive about someone else when they're not around. Acknowledge how great it was to be a part of resource gossiping
- Resource gossip as much as you can! Maybe set a goal to say something positive about someone when they are not present every day for the next 21 days until it becomes a new habit
- Notice when you're tempted to gossip. See if you can turn it into resource gossiping. Can you see the strengths and gifts rather than only the negatives?
- Resource gossip across teams! At an organization-wide retreat, follow the same steps, but when someone turns their back, people resource gossip about that person's team. Make sure to write down everything that people say about your team and bring it back to your team!

Reference: McVanel & Zalter-Minden. (2015). The FROG Effect Workbook: -  
Tools and Strategies To Forever Recognize Others' Greatness – page 68.

