
THE SELF- SELECTION GAME

FACILITATOR'S GUIDE TO PLANNING
AND RUNNING RETEAMING EVENTS
WITH EMPATHY, IMPACT AND FUN

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The Self-Selection Game

Facilitator's Guide to planning and running re-teaming events with empathy, impact and fun

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Chapter 1 - Introduction

About this book

As companies grow, people join and leave, the need for re-balancing or reteaming becomes more prevalent in many organizations. If you work in a traditional environment, most likely than not, your new teams would be created by the management. Just because “we’ve always done it this way”, it doesn’t mean you can’t experiment with the alternatives.

This book will walk you through the steps of preparing and facilitating a self-selection simulation workshop. Through an experiential learning, team ingredients discussions and gamified Q&A this workshop will help you introduce your organization to a self-selection - a better way of building high-performing teams!

Originally described by [Sandy Mamoli and David Mole¹](#), a self-selection is a facilitated process during which people can exercise their freedom of choice. They can self-select a new product to work on and new teammates to work with. A dream come true or a nightmare? As exciting as it may sound to some, the idea of self-selection may cause others to experience all sorts of fears: fear of missing out, fear of not being selected, fear of picking a wrong team... Don’t let your teams be paralyzed by fears! Get management buy-in, reduce your teams’ discomfort and enable self-selection run in your organization by introducing it with this workshop. Invite your teams to learn, play simulation games and experience autonomy in action!

This book is a facilitator’s guide. It walks you through the five steps to prepare, three steps to run and the three steps that follow a self-selection. Detailed description of Team Ingredients framework and two options for facilitating the team skills assessment are included as well. The book outlines the dynamics and mechanics of The Spooky Questions game, created to facilitate team-level discussion and to discover concerns and anxieties around self-selection. Facilitation instructions and typical scenarios for a simulation part of the workshop are discussed as well.

In addition, one chapter of this book is dedicated to covering some of the typical issues that you may run into during preparation. What to be aware of? When is the best time to run it? When to call it off? What are some ways of lowering discomfort and overcoming fear in self-selection events? You will find out answers to these questions and more by diving into this book.

First introduced in 2017, this workshop has helped organizations in New York, Dublin and Chicago to learn about self-selection in fun and effective way. Public appearances of this game include the following conferences:

- Agile Camp New York Metro 2017,

¹<https://pragprog.com/book/mmteams/creating-great-teams>

- Global Scrum Gathering Dublin 2017,
- Global Scrum Gathering Minneapolis 2018
- Agile2018

What is included in this book?

This book contains everything you need to learn about this simulation workshop:

- Templates for preparing and running a self-selection simulation workshop;
- Facilitation instructions with the suggested time boxes for each activity;
- Detailed description of Team Ingredients framework and two options for facilitating the team skills assessment;
- List of frequently asked Questions (and Answers);
- Instructions for facilitating the self-selection simulation.

When you are ready to run it “for real”, you will also find a Team blueprint worksheet, room signage photos and a preparation checklist to assist you with the set up.

Depending on your situation and the team preparation level, you may choose to purchase all or a part of the material available with this book. For your convenience, the following package options are available:

Option 1: Self-Selection Game - premium package

Includes the facilitator’s guide and everything you need to facilitate the end-to-end simulation workshop:

- Individual Participants Cards with Team Ingredients (pdf)
- Spooky Questions Game (pdf)
- PowerPoint deck that can be used to facilitate a simulation workshop
- Project cities used in the simulation (pdf)

Option 2 Facilitator’s Guide

This is a facilitator’s guide only option. Doesn’t include any handouts.

Option 3 Facilitator’s Guide + Spooky Questions Game This package includes a self-selection workshop facilitator’s guide and a .pdf of Spooky Questions Card Game.

Option 4 Facilitator’s Guide + Individual Participants Cards with Team Ingredients This package includes a self-selection game facilitator’s guide and a .pdf of individual participants’ cards with team ingredients framework worksheet