

Engaged Beings



Quick

This toolkit works on the basis of having a light-hearted, relatively quick activity followed by a short conversation.

Ideally you would set aside around 20 minutes for a team of six to each build their Engaged Being and then introduce them to the rest of the team.

About this toolkit

Your "Engaged Being" is a playful tool to enable a more serious conversation about individual needs within your team. We often find that the conversation that follows is where the value lies.

What problem does it solve?

You can use this toolkit to explore and communicate what keeps you engaged in your work, this involves personal motivations, types of outputs that excite you and what practical needs and ways of working help you to engage fully.

This toolkit might be helpful when...

You want to make space for everyone in the project team to get to know each other and form a stronger and more supportive working culture. This might happen early on in a project and throughout, as a way of checking in.

Credits and License Information

This toolkit was designed and illustrated by Ceri Maltby

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Instructions

Introduction

This tool works well in groups but can also be used on your own, to help you explore what keeps you engaged and excited in your work. You might want to print out multiple copies if you are a large team.

What you will need:

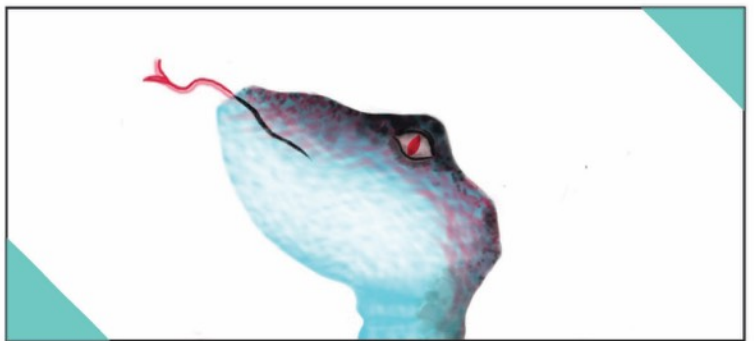
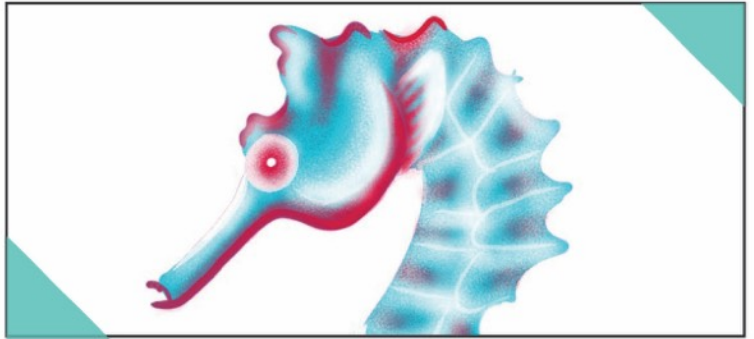
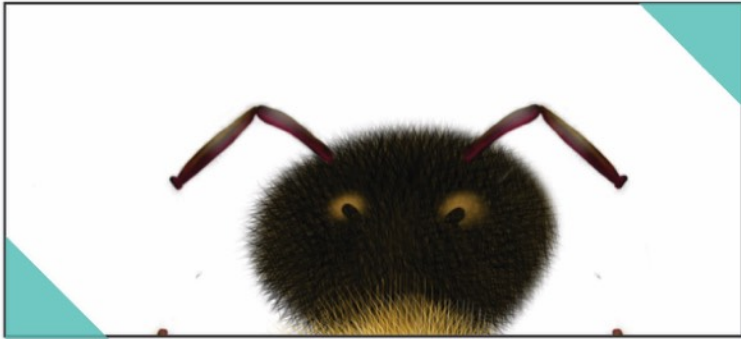
- A printer
- Scissors
- Sticky tape
- A pen

Printing Instructions:

Print out the toolkit double-sided (flipped on the long edge) on A4, ideally in colour.

How to use:

1. The cards are organised into sets by colour - this is shown in the coloured triangle on the edges.
2. Cut the cards out along the lines so that each individual small card has an image on the front, and text on the back.
3. Sit your team around a table, and place all the cards on the table, text side up.
4. Group the cards into their different categories (personal motivations, outputs, ways of working, practical needs.)
5. Each person should look at the groups of cards and consider what their individual priority would be for each of the four categories. You should think about what you need in order to encourage your engagement with the project and the research process.
6. After thinking about it, choose one card per category that you feel represents your priorities. Use the blank cards to create your own answer if needed. You should have four cards, one from each category.
7. Turn the cards over and assemble your “Engaged Being” in order from head to toe (personal motivations, outputs, ways of working, then practical needs). Use sticky tape to connect the pieces together and form a body.
8. Take it in turns to introduce the rest of your project team to your “Engaged Being”. Explain their motivations, how they work, what outputs excite them, and what practical needs they have to assist this.



Skills and experience that I can use in my career

Personal motivations

Learn and / or try something new

Personal motivations

Expand into a new area / research topic

Personal motivations

Develop a skill

Personal motivations

Work with other perspectives

Personal motivations

Leverage further funding

Personal motivations

Enhance the reputation of my work

Personal motivations

Find out if an idea has potential

Personal motivations

Advocate for a cause

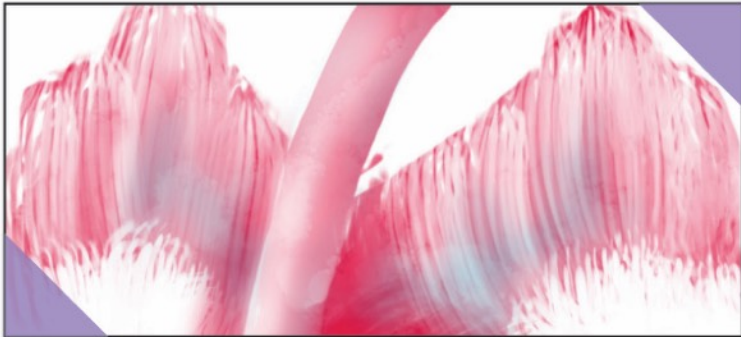
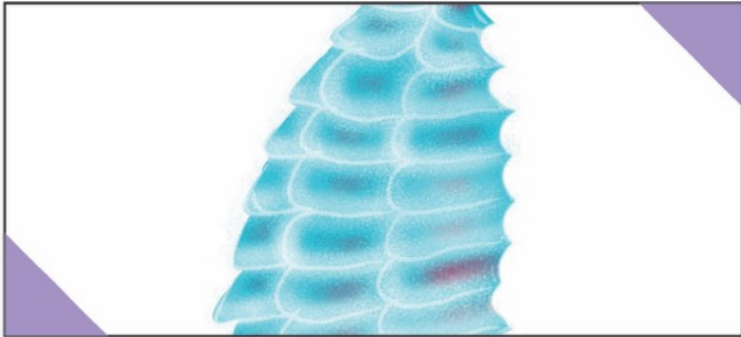
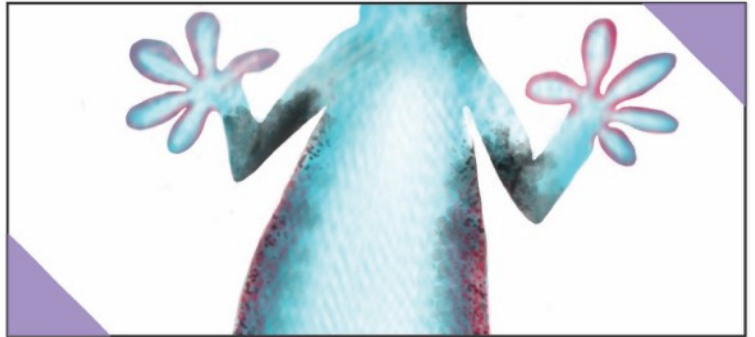
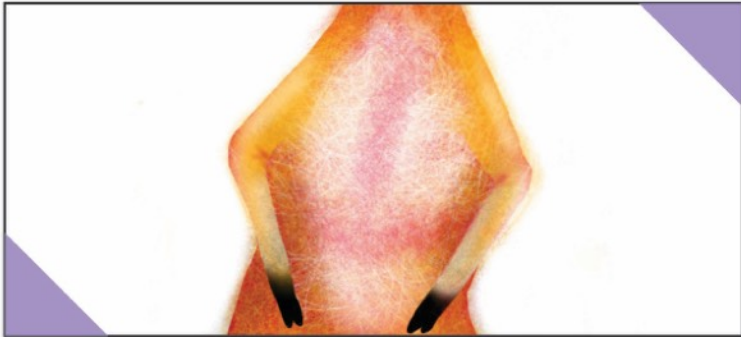
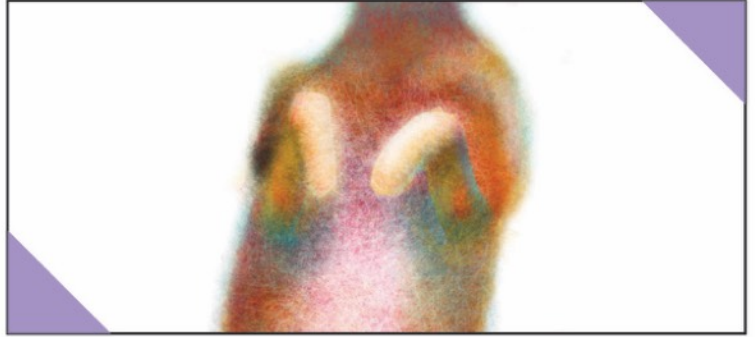
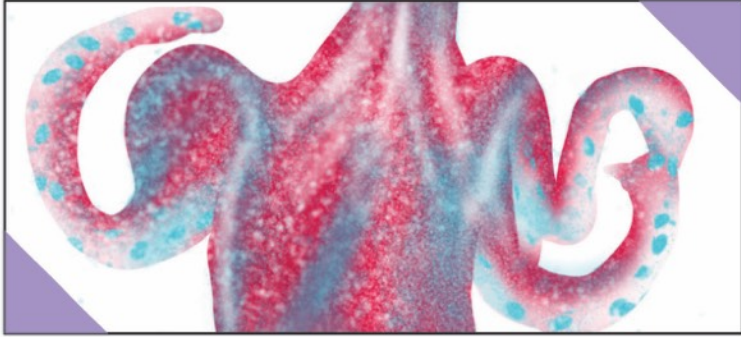
Personal motivations

Explore a new methodology / approach

Personal motivations

Personal motivations

Personal motivations



Creative output

Outputs

Tangible output

Outputs

Academic output

Outputs

Meaningful outcome for my
community / service users

Outputs

An outcome that brings
about change for my
community

Outputs

A possible impact case
study

Outputs

Learning from the process

Outputs

Developing a new way of
working

Outputs

Skills Development

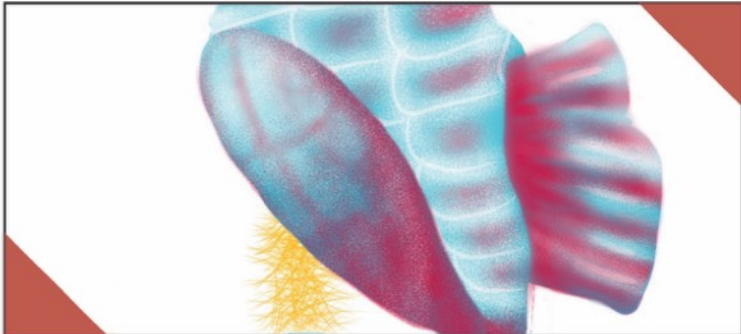
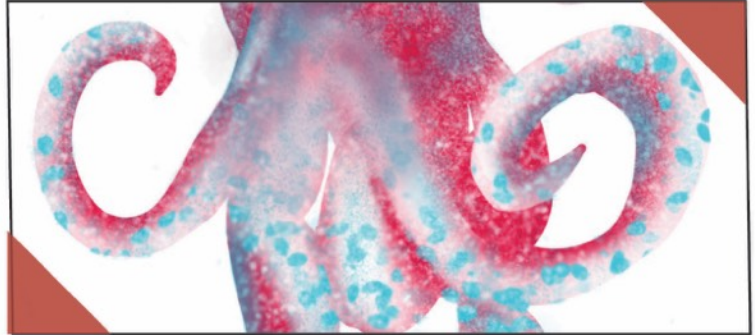
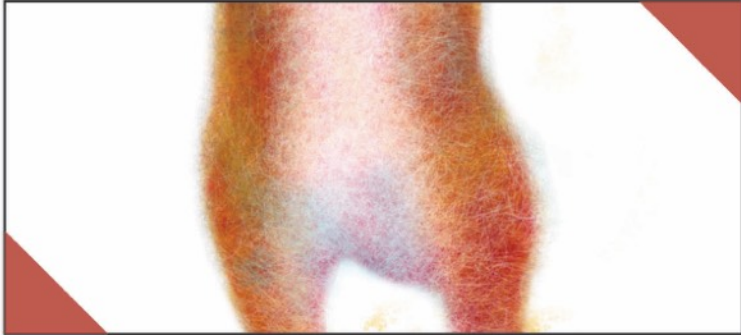
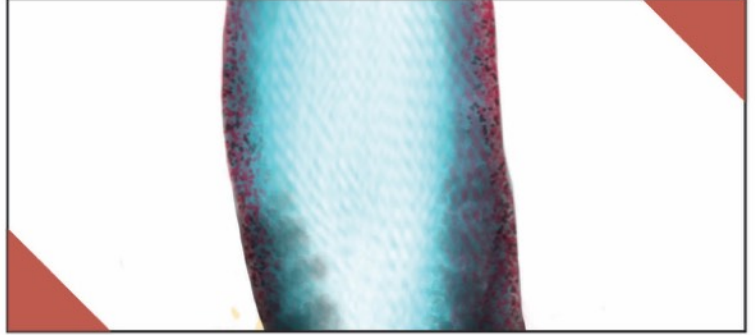
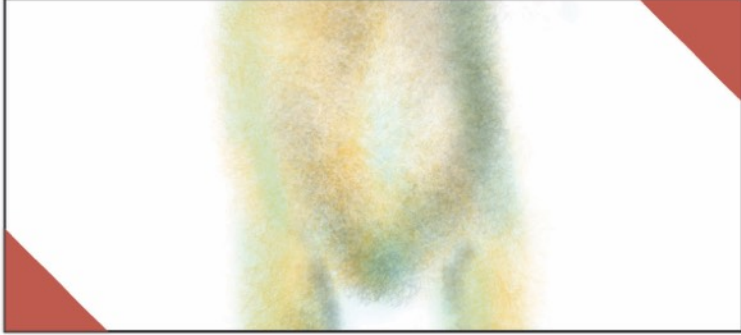
Outputs

Future grant applications

Outputs

Outputs

Outputs



Open, frequent and clear communication

Ways of working

Clarity of objective and roles

Ways of working

Flexibility

Ways of working

Trust and respect

Ways of working

Clear structure and milestones

Ways of working

Review, reflection and rethink process

Ways of working

Teamwork - a sense of togetherness

Ways of working

Empathy

Ways of working

Understanding other responsibilities and pressures

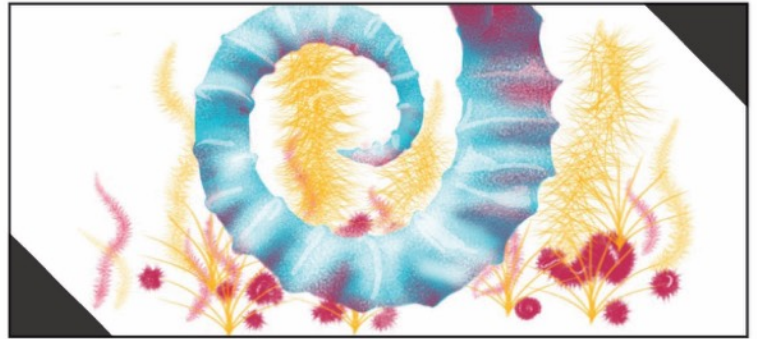
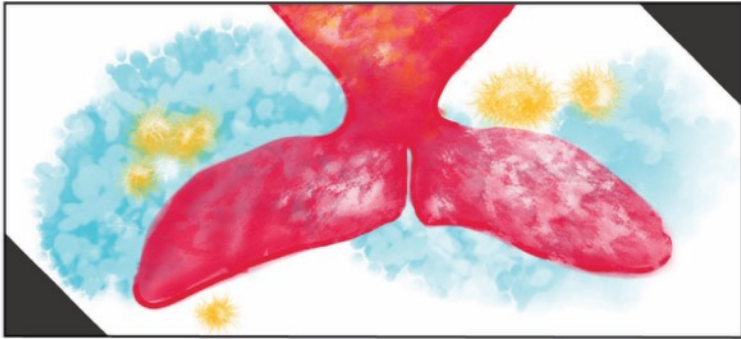
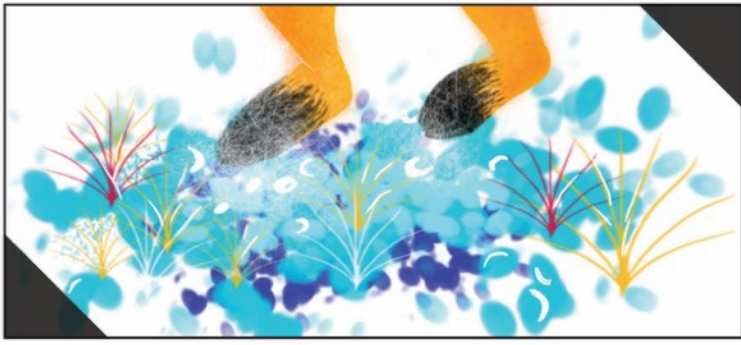
Ways of working

Experimental

Ways of working

Ways of working

Ways of working



Frequent breaks

Practical needs

Get out clause

Practical needs

Clear timetable

Practical needs

Variety of tasks

Practical needs

Money

Practical needs

Access to university
resources

Practical needs

Access to new knowledge

Practical needs

Access to new contacts

Practical needs

Access to a community

Practical needs

Meetings at a convenient
time and place

Practical needs

Practical needs

Practical needs