



# Perspective Swap

## MEETING ENGAGEMENT TOOL

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### Description

Participants will understand another point of view and hear their perspective described by another. Many perspectives in the room will be known to each participant.

### Participants

Eight or more people.

### Process

1. Facilitator asks participants to pair off.
2. Explain to the group that we will do several rounds of this activity, and participants will introduce a different person each time.
3. State the ground rules and include one that says, "this is not a time to argue or try to change anyone's mind, but to hear other perspectives."
4. The first round has only 2 people. Each person has 2 minutes.
5. The first person tells their partner what they value that is being affected by the issue. This is their perspective. At the end of 2 minutes, the second person shares what they value.
6. When time is up, the facilitator instructs each pair to find another pair to form groups of four.
7. Each participant introduces their partner and shares the partner's values. Each person has 1 minute to share the partner's perspective with the new pair.
8. When time is up, the facilitator instructs participants to trade partners within their small groups.
9. Now each new pair finds another pair from the larger group to form a new group of four.
10. Repeat steps 7-9 up to four times as time allows (4 minutes per round, with 1 minute between rounds). Participants may not get to talk to everyone.

## Benefits

- Participants hear many different values from other participants.
- They must listen well to share the partner perspective with the next group.
- They hear the perspective in a condensed way from another person.
- The exercise dissociates the perspective from the person to build trust with people who do not share the same ideas.

## Debrief

1. Ask the group to share perspectives they heard.
2. Record responses on an easel pad.
3. Tweak responses on the easel to ensure that different perspectives are captured.
4. Lead a discussion to ensure understanding of all perspectives.

## Resources Needed

- Large room with space for people to move around and stand
- Flip chart
- Easels
- Markers

## References

Adapted from "Marquette University Alumni Leaders' Guide to Networking Activities," Activity 9, Page 54: [marquette.edu/alumni/documents/CompleteNetworkingGuide\\_07\\_000.pdf](http://marquette.edu/alumni/documents/CompleteNetworkingGuide_07_000.pdf).