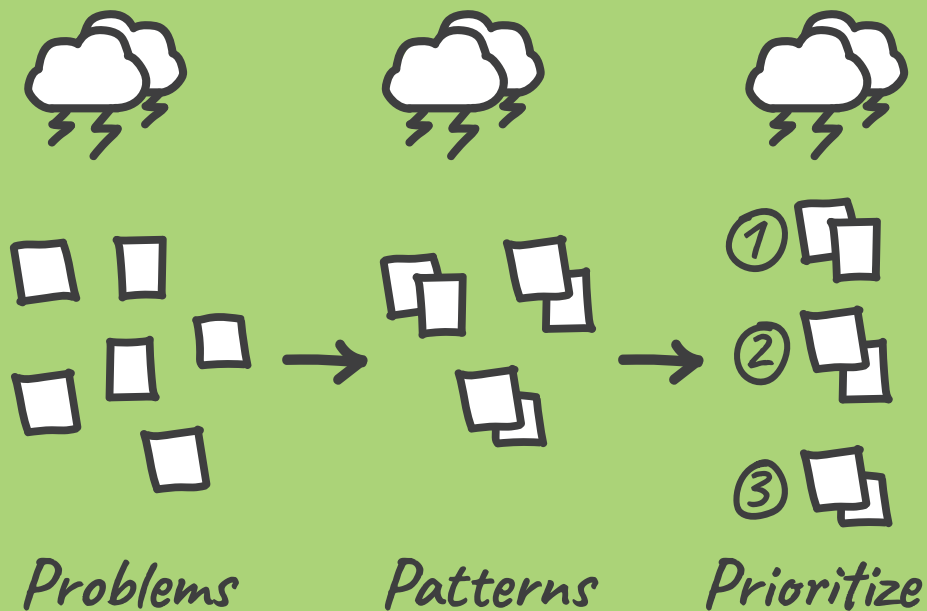


Pain Rain!



What is it?

Not the purple rain of Prince, but equally beautiful. This 100% depends on the quality of the participants you have in the room. The closer to the problem they are, the better results this exercise will bring you. In less formal engagements, this is known as a “Mega Venting Seshhh”. Do your work up front and find a mix of those directly impacted by the topic of discussion: Managers, Floor Workers, Drivers, Zookeepers. WHOEVER!

How to use it?

1. Give each of the participants a FAT stack of Post-its and challenge them to fill in as MANY as possible.
2. Participants write down all the problems they have with a current topic. Cheer on those who have the most.
3. Allow everyone to continue writing until a notable drop in Post-it adding occurs. Stop the rain!
4. Each participant needs to have an opportunity to share all their Post-its. It's best to form a semi-circle and select one to begin sharing.
5. If anyone else in the group has a similar pain, have them come up to the board and place it directly NEXT to the Post-it shared before moving to the next person.
6. Get clarification: "Could you tell me more about it?"
7. Stare at the wall, which is now filled with a wide array of issues this group is collectively suffering from. The larger the cluster, the bigger the red flag. It shows an obvious problem that can be seen from multiple perspectives.
8. Discuss the results with the group: Why has this problem been mentioned so often?

When to use it?

This exercise serves as a shortcut to the truth. Expertly select those to attend the workshop to have a mix of hands-on experience, leadership, rookies, and at least a couple completely unknowledgeable, but highly opinionated, individuals. This intentional mix will yield the best results. We frequently use it to get additional context to a problem before we move on to the **SOLUTION SPACE**. Plus, people love a good venting session!

 **Caution:** if you are new to facilitation, take the time to establish proper ground rules to ensure it doesn't turn into a free-for-all!