

## “Hopes & Fears” Activity

***What’s needed: whiteboard or flipchart paper, scratch paper, markers/pens, prompt***

1. Attendees work individually to identify their “hopes and fears” for the evaluation learning cohort. Attendees will write down a list of their hopes and fears, then prioritize each list in order of which is most important for them. **[Examples to share: “My hope is that we can identify one core skill or topic that speaks the diverse needs of this group. My fear is that we struggle to get regular attendance for the rest of our meetings.”]**
  - a. *Questions to pose to the group: What are you hoping to get out of this learning cohort experience? What apprehensions do you have about this learning cohort experience?*
  
2. Attendees will share out **one** hope and **one** fear each, using nominal group technique – everyone gets a chance to share, and everyone contributes a unique hope and fear. After everyone has shared, invite attendees to share any additional hopes and fears they want the group to hear.
  
3. The group will use the list of hopes and fears to create a list of group norms and expectations for the remainder of our time together. We’d like to address norms and expectations that help us achieve identified hopes and mitigate identified fears, when they arise.
  - a. *Question to pose to the group: What norms and expectations can we set as a group to help us fulfill our hopes and mitigate our fears?*
  
4. *By the end of this activity, the group will have identified a list of motivations for joining the cohort (to be used later in the Learning Cohort Knowledge Brief). The group will also have identified a list of potential barriers to success or challenges to achieving their shared goals. This list will serve as both a reminder for why the group convened and can also be an activity to lead into Connection Circles to help identify specific learning goals for the cohort.*