**ACTIVITY 1.1: THE DILTS PYRAMID**

Instructions for completing the exercise:

1. Print out the Dilts pyramid (page 2).
2. This exercise is the most effective in pairs.
3. Discuss the different levels in the Dilts’ pyramid. Explain that the team member task is to answer questions starting from the **environmental** level. State that the environment is the surroundings in which we function and to which we react: people, material things, environmental factors. In describing this level, we answer the questions: When? Where? With whom? In which environment do you perform your duties? In which environment do you prepare for the project tasks?
4. Then present that **behaviour** is a level which describes the actions we perform both as individuals (concrete actions and behaviours) and in terms of organisation (procedures). It answers the question: How do you behave? How do you behave as team members? How do the people around you (colleagues) behave?
5. Next, explain to the group that skills/capacities, competences is a level that describes the strategies we use in life, the ways we perform tasks, the mechanisms we use to make decisions, etc. At this stage we ask questions: What are your skills? What skills do you need to be able to do your tasks in this project?
6. Demonstrate that the **belief/value level** – describes all those ideas that are important and that we believe to be true (both supportive and limiting). They determine the directions of our motivation. At this stage we ask the questions: How do you think about yourself, the world and people, e.g. from your environment? What are your common values?
7. Present that **identity** in the Dilts pyramid is beliefs about oneself, understanding oneself and one's actions. At this stage we answer the question: Who are you as the team?
8. Summarising the Dilts pyramid, explain that **mission, purpose** - gives purpose and direction to your life. The mission can be to help others, to leave a mark, e.g. through creativity. The mission gives meaning to everything we do. At this stage we ask the questions: Where are you going as the team? Why are you doing this?, What is your mission in this project?
9. Summarising the exercise, ask participants for their reflections on the exercise. In working with individual team members, Dilt's pyramid can refer to identifying levels of a team member functioning. It can also be used as a tool for self-reflection.

Obraz zawierający design

Opis wygenerowany automatycznie **THE DILTS PYTAMID**

**Environment:** When? Where? With whom? In which environment do you perform your duties? In which environment do prepare for the project tasks?

**Purpose:** Where are you going as the team? Why are you doing this?, What is your mission in this project?

**Behaviour:** How do you behave? How do you behave as team members? How do the people around you (colleagues) behave?

**Competence:** What are your skills? What skills do you need to be able to do your task in this project?

**Identity:** Who are you as the team?

**Values:** How do you think about yourself, the world and people, e.g. from your environment?