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Using Playing Cards in Training Compatibility Communication System Cards in Training Opener

I have used the CCS Vision cards very successfully as an opener to the Creative Training Techniques Seminar. Simply give each person a pack and ask them to "Please choose three cards which best represent what you wish most to get from being at this seminar. You have 2 minutes to make your choices." I then put some reflection music on for 2minutes.

When they have chosen, I ask them to spend the next 6 minutes sharing their choices and explaining why they chose those particular cards. The discussion music goes on for 6 minutes while they share.

They are given 2 minutes to choose one card that best represents the most common theme within their group. It may not represent everyone's number 1 desired outcome but it is a common high priority.

Once they have made their choice (they can have 2 if it is too difficult to choose) I ask them to take that card from the Jumbo CCS Pack. Group leaders take turns to post their group's card on a flipchart and explain to the whole group how and why they chose that card.

The cards stimulate a broad range of open, relaxed thinking and discussion which then becomes a great springboard into outlining the agenda of the seminar. The cards on the chart become a very visual display of the participant's desired outcomes.

CCS Cards as an Interviewing Tool

Serving on a recruitment panel at children's school to recruit a new Executive Teacher, as each applicant arrived in the waiting room I gave them a pack of CCS Cards and asked them to "sort through and choose the three cards that best represent the kind of teacher you are or would like to be."

They usually had about 15 minutes in the waiting room between interviews and all of the candidates commented that it was great to have something both relevant and relaxing to do in that time.



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Of course the first question in the interview was simply “Tell us which cards you chose and why.”

We found that even the most anxious candidates became very relaxed and articulate because of this beginning. Both what they said and how they said it gave the interviewing panel a great deal of useful information that would have been extremely difficult to illicit through a standard question and answer process.

Using the CCS Vision Card process helped the candidates present themselves and helped the panel remember and distinguish candidates with otherwise very similar qualifications and experience.

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