

## Group Works Cross Mapping Workbook

The Group Works Cross Mapping exercise helps you compare and contrast two methods that help people work together in groups. You will surprise yourself by uncovering hidden connections and distinctions, and you'll discover new ways to bridge divides.

You will need:

- two to eight people who know any two methods well (although it's a great idea to include some people who *don't* know the methods well, so they can ask questions you didn't think to ask)
- two copies of the Group Works deck (physical or virtual) – [groupworksdeck.org](http://groupworksdeck.org)
- a minimum of 90 minutes

Begin by choosing which two methods you will compare. Write them at the top of this page. Split into two groups, one for each method. Then follow these steps:

1	Choosing cards	30 minutes	In each group, choose 8-12 cards to represent your group's method. For each card chosen, answer the question "Why <i>this</i> card?" Write down your answers as you go.
2	Bird's eye view	8 minutes	Come back together into one group. Have one person from each group give a quick overview of the method to the other group. (If everyone knows both methods well, you can leave this step out.)
3	Card sorting	2 minutes	Sort your chosen cards into three groupings: <ul style="list-style-type: none"> <li>• cards in both methods</li> <li>• cards only in first method</li> <li>• cards only in second method</li> </ul>
4	Cards in common	40 minutes	Consider each common card. Talk about the connection it represents. Summarize it in writing.
5	Cards not in common		Consider each card <i>not</i> held in common. Whichever group didn't pick that card, answer the question "Why <i>not</i> this card?" Talk about differences and complementarities. Summarize what you've learned.
6	Wrap-up	10 minutes	Finish the exercise with an activity that helps you reflect on what you have learned.

There are detailed instructions on each workbook page, along with places to record what you found out.

**Step 1: Choosing cards - Method:** \_\_\_\_\_

*Time: 30 minutes*

Choose 8-12 Group Works cards to represent the method your group has chosen. Briefly describe *why* you chose each card. Also circle whether the card is essential (must have) or useful (nice to have) to understand the method.

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_  
\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_  
\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_  
\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_  
\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_  
\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_  
\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_  
\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_

\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_

\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_

\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_

\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_

\_\_\_\_\_

**Step 1: Choosing cards - Method:** \_\_\_\_\_

*Time: 30 minutes*

Choose 8-12 Group Works cards to represent the method your group has chosen. Briefly describe *why* you chose each card. Also circle whether the card is essential (must have) or useful (nice to have) to understand the method.

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_  
\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_  
\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_  
\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_  
\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_  
\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_  
\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_  
\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_

\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_

\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_

\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_

\_\_\_\_\_

We chose the card \_\_\_\_\_ as [essential] [useful]  
because \_\_\_\_\_

\_\_\_\_\_

**Step 2: Bird's eye view**

*Time: 8 minutes*

Come back together into one group. Choose one person from each group to give a *quick summary* of each method. Mention how the method got started and how it is used. (If everyone knows both methods well, you can skip this step.)

You can take notes from the summaries here.

**Method:** \_\_\_\_\_

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**Method:** \_\_\_\_\_

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**Step 4: Cards in common**

*Time: some portion of 40 minutes*

For each card the two methods have in common, discuss your answers to the “why” question. Talk about what your choices mean about the two methods. Talk about your experiences – maybe tell about a time the card has been important. Summarize below the connections that arise when you consider how each card was used to describe both methods. Make sure each group has a chance to write some of the summaries.

The card \_\_\_\_\_ was chosen for both methods because \_\_\_\_\_

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The card \_\_\_\_\_ was chosen for both methods because \_\_\_\_\_

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The card \_\_\_\_\_ was chosen for both methods because \_\_\_\_\_

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The card \_\_\_\_\_ was chosen for both methods because \_\_\_\_\_

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The card \_\_\_\_\_ was chosen for both methods because \_\_\_\_\_

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The card \_\_\_\_\_ was chosen for both methods because \_\_\_\_\_

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The card \_\_\_\_\_ was chosen for both methods because \_\_\_\_\_

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**Step 5: Cards not in common**

*Time: some portion of 40 minutes*

Go through the cards that were chosen to represent *only one* of the two methods. For each card, someone in each group explain why you chose the card – *or why you didn't choose it*. Then talk about what the card means about similarities and differences between the two methods.

If you like, you can use your cards to build a *visual summary* of your discoveries. As you talk, place cards close together or far apart to show similar or dissimilar aspects of the two methods. For example:

- Place your cards along a horizontal line (maybe alphabetically, maybe in a time sequence). Displace them vertically by how far they are from commonality. Place cards chosen for both methods on the vertical center. Cards not chosen in common should deviate from the center by a meaningful distance.
- Place the cards both methods have in common in the middle of a circle (or at the narrow end of a funnel). Place cards *not* in common closer in or farther out depending on how unique they are to that method alone. Use the space around the circle (or at the wide end of the funnel) to show relationships among the cards.
- Or come up with your own way to place your cards to represent what you've learned.

Note: If you are running out of time, you can consider only the cards you marked "essential."

Summarize what you discover here.

The card \_\_\_\_\_

was chosen to describe \_\_\_\_\_ because \_\_\_\_\_

\_\_\_\_\_

It was *not* chosen to describe \_\_\_\_\_ because \_\_\_\_\_

\_\_\_\_\_

From this we learned that \_\_\_\_\_

\_\_\_\_\_

The card \_\_\_\_\_

was chosen to describe \_\_\_\_\_ because \_\_\_\_\_

\_\_\_\_\_

It was *not* chosen to describe \_\_\_\_\_ because \_\_\_\_\_

\_\_\_\_\_

From this we learned that \_\_\_\_\_

\_\_\_\_\_

The card \_\_\_\_\_  
was chosen to describe \_\_\_\_\_ because \_\_\_\_\_

It was *not* chosen to describe \_\_\_\_\_ because \_\_\_\_\_

From this we learned that \_\_\_\_\_

The card \_\_\_\_\_  
was chosen to describe \_\_\_\_\_ because \_\_\_\_\_

It was *not* chosen to describe \_\_\_\_\_ because \_\_\_\_\_

From this we learned that \_\_\_\_\_

The card \_\_\_\_\_  
was chosen to describe \_\_\_\_\_ because \_\_\_\_\_

It was *not* chosen to describe \_\_\_\_\_ because \_\_\_\_\_

From this we learned that \_\_\_\_\_

The card \_\_\_\_\_  
was chosen to describe \_\_\_\_\_ because \_\_\_\_\_

It was *not* chosen to describe \_\_\_\_\_ because \_\_\_\_\_

From this we learned that \_\_\_\_\_

The card \_\_\_\_\_  
was chosen to describe \_\_\_\_\_ because \_\_\_\_\_

It was *not* chosen to describe \_\_\_\_\_ because \_\_\_\_\_

From this we learned that \_\_\_\_\_

The card \_\_\_\_\_  
was chosen to describe \_\_\_\_\_ because \_\_\_\_\_

It was *not* chosen to describe \_\_\_\_\_ because \_\_\_\_\_

From this we learned that \_\_\_\_\_

The card \_\_\_\_\_  
was chosen to describe \_\_\_\_\_ because \_\_\_\_\_

It was *not* chosen to describe \_\_\_\_\_ because \_\_\_\_\_

From this we learned that \_\_\_\_\_

The card \_\_\_\_\_  
was chosen to describe \_\_\_\_\_ because \_\_\_\_\_

It was *not* chosen to describe \_\_\_\_\_ because \_\_\_\_\_

From this we learned that \_\_\_\_\_

The card \_\_\_\_\_  
was chosen to describe \_\_\_\_\_ because \_\_\_\_\_

It was *not* chosen to describe \_\_\_\_\_ because \_\_\_\_\_

From this we learned that \_\_\_\_\_

The card \_\_\_\_\_  
was chosen to describe \_\_\_\_\_ because \_\_\_\_\_

It was *not* chosen to describe \_\_\_\_\_ because \_\_\_\_\_

From this we learned that \_\_\_\_\_

The card \_\_\_\_\_  
was chosen to describe \_\_\_\_\_ because \_\_\_\_\_

It was *not* chosen to describe \_\_\_\_\_ because \_\_\_\_\_

From this we learned that \_\_\_\_\_

The card \_\_\_\_\_  
was chosen to describe \_\_\_\_\_ because \_\_\_\_\_

It was *not* chosen to describe \_\_\_\_\_ because \_\_\_\_\_

From this we learned that \_\_\_\_\_

**Step 6: Wrap up**

*Time: 10 minutes*

Choose one or more of these closing activities to complete the cross mapping exercise.

**6a. Experience**

Describe the experience you just had. What surprised you? What did you discover? What can you use?

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**6b. Comparison**

List three overarching similarities and differences between the two methods you just compared. Think above the level of the individual cards.

Similarity \_\_\_\_\_

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Similarity \_\_\_\_\_

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Similarity \_\_\_\_\_

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Difference \_\_\_\_\_

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Difference \_\_\_\_\_

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Difference \_\_\_\_\_

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## Appendix: Rules of the game

This exercise is a particular type of *social game* designed to help people explore the values and assumptions behind methods and increase their curiosity about new methods and new connections. Because it's a game, ground rules apply.

In this game, *you must*:

1. **Listen to what people have to say.** When someone is describing the reason they chose a card to represent a method, do not break in to criticize what they are saying. *Let them tell you* how they see things. *You* can only be heard if *everyone* is heard.
2. **Really listen to what people have to say.** Don't just wait for people to stop talking so you can say your bit. Pay attention to what they say, and work with it to create something new together.
3. **Put aside proof.** This game is not about debating which method is best or most effective. It is about understanding where different approaches come from and hope to go. If you want to challenge someone's claim that a method achieves a goal, save your challenge for *after* the game is over. The only way to win this game is to listen and to share.
4. **Use your own words.** When you are describing the reasons you chose a card to describe a method, you are not allowed to copy and paste words from prepared statements, such as from a paper or web site. *Talk* to each other.
5. **Translate jargon.** If you need to use a special word to describe some aspect of the method you are considering, explain what you mean in everyday language.
6. **Take it personally.** If you are a proponent of an approach, feel free to speak about your *personal* experiences with it. When you're explaining why you chose a card to represent a method, you don't have to say why *anybody* would choose that card; go ahead and say why *you* chose it. It's that kind of game.
7. **Share the time.** Make sure each group gets equal time to describe why they chose the cards they did and why they didn't choose the cards you did. Don't let one group, or one person, dominate the discussion.
8. **Share the record.** You will end the exercise, probably, with some written record you can use to refer back to what went on during the game you played. Let everyone, between groups and within groups, have a share in putting words to what you've been talking about. Why? Because words are powerful.
9. **Share your experiences.** As you talk about the cards you chose and the reasons you chose them, talk about some of the things you've done and seen. What led you to work with a particular method? What were your first forays into it like? What have you learned? What has thrilled you? What has frustrated you?
10. **Have fun.** This is not a military drill; it's a *game*. Have fun with it. If you like at least one of the methods you are talking about, you must have something joyful you can say about it. *Bring out your joy*, and appreciate the joy coming at you from the other people you are playing with. Worry later. For now, just have fun.