



Center for Leadership & Educational Equity

Post it; Purge it

Developed by Valerie Vallade and Steven Strull connected to their work with the New York City Leadership Academy, June, 2008.

This protocol is similar to *connections* or *clearing* in that the hope is participants will take time to free themselves of whatever content or context is present in their thinking toward turning their attention to the meeting about to begin and to their collective work with colleagues.

Materials needed

- Post-it notes or index cards
- Pens or pencils
- Bucket, hat, or some other collecting vessel

Process

1. Facilitator introduces the protocol and the goals for engaging in the process. (3 minutes)
2. Participants silently reflect on their day or week; their thoughts, concerns, dilemmas, etc. Journal writing is encouraged during this step. (5 minutes)
3. Each participant “posts” their thoughts in a statement, question, bullet list, etc. on their post-it note or index card. (3 minutes) [steps 2 and 3 may be combined]
4. Without reading their posting, participants “purge” their thoughts in the bucket or hat that is being passed around the table. (1 minute)
5. The group quickly debriefs the process and the agenda for the meeting proceeds. (3 minutes)

Facilitation note: the “purging” is ceremonial and temporary. The bucket or hat should remain visible to the group with a reminder that whatever content or context the participant is “purging” is only temporary — the purge is necessary for the planned meeting to continue as intended and is not intended to solve the issue or dilemma at hand.