



NAME OF EXERCISE	ROOTS AND WINGS	
SOURCE	Briant Rokyta	
USE IN GAME-PHASE	Getting into the game	After receiving the roles
DURATION	35 minutes without reflection	
PARTICIPANTS	Groups of 8 – 26 participants	
PURPOSE	This exercise can help participants to deepen the connection with their role-character and take further steps in embodying their role. The participants find information about the background story of their role and their future goals.	
SHORT SUMMARY	Exercise in which the participants develop background information on their role in various experiential spaces and thus discover perspectives and deepen their approach to their role in the game. They get to know their future perspectives and current starting point. The space of the past is separated from the space of the future by the line of the present.	
LifeComp - Competences	P1 – Self-regulation P3 _ - Wellbeing	L1 – Growth Mindset L2 - Critical Thinking
USES & OUTCOMES	• The participants find a personal approach to their role. • Participants get to know the essential principles of Theory U on a small scale. • Participants find a starting point for their role in the strategic staging. • The experience-oriented approach enables a more direct relationship to the game.	
ROOM REQUIREMENTS	Sufficient space	
PREPARATION / MATERIALS	Mark a straight line in the middle of the room with chalk, rope or tape. This represents the line of the present and separates the space of the past (one half of the room) and the space of the future (the other half). Materials: • Journaling equipment (Paper or writing book, pen) • Tape or rope • Game of Change Action- and Principle- Cards	
INTRODUCTION	In this exercise, you will familiarise yourself with your role character: What is his/her history, strengths and weaknesses? How does he/she see his/her future? In this way, you slip more and more into the role. Of course, the experiences you make in this exercise will also have something to do with you personally - that is part of the exercise. Nevertheless, try to keep the focus on the role. Have your journaling equipment ready during the exercise so that you can make notes of thoughts, insights and questions that arise during the exercise.	



SEQUENCE OF STEPS – DESCRIPTION.	
STEP 1 (5 minutes)	After the role cards have been drawn, the participants stand on the line of the present, feel their way into their role. The trainer introduces the exercise to them (In your own words, see suggestion in “Introduction”).
STEP 2 (10 minutes)	Starting from the present, the participants in their roles walk backwards into the space of the past. They stop at certain points on the timeline in the past, imagining at what age the character must have been there and what he/she might have experienced there. Perhaps memories emerge that they want to use, or develop experiences from their imagination that shed light on the following aspects of the role: Roots, tradition, origins, ancestors, childhood, youth, etc. The aim is to develop a fictitious origin story for the role, which may already contain certain strengths or weaknesses of the character. During this time, as many Action- or Principle- Cards can be drawn as necessary to develop the story.
STEP 3 (20 minutes)	After about 10 minutes, the participants in their role return to the present line and then enter the room of possibilities. The trainer counts one-two-three. At three, the door to the future opens. At first, the participants as their role-Characters just look in their imagined future and perceive. It can be blurry or clear. At three again, the participants take three steps inside. If they want, they can go more steps as well. The participants go into the field of the future that feels best. They are in their role and act as their role-character during the whole exercise. The trainer now asks some questions to help the participants to explore their state: • Where do you feel most drawn to? • Where is your own place? • Who are you here? • Perhaps you can find a certain posture, gesture or 2-3 words that express this. • What is the essence of this place? The trainer can ask the participants some questions about the future that are originated in the practice of Theory U: • The Field of the Future: The potential that surrounds us but has not yet manifested itself, personally or socially. If this field had a voice, what would it tell you? • Where do you sense the future? - As a possibility that looks at you. - Where you are needed, perhaps for the next 7 generations of the future. • Turn around, what would you tell the person on the other side (past)? • Write down what your future self would say to your past self. • What future would you create within your means in the next 10 years? • What future would you create on a global level? • What should you let go of?



	● The seeds of the future are already there. Where do you already see them in your life? They can be very small! ● What small thing could you do in the next few weeks? Connect with it. Don't just dream about it. ● Who could support you? Partners, coaches, sources of inspiration. ● Micro actions: What can you do in the next two days? Something that helps you to embody your manifestations, to get to what attracts you.
REFLECTION optional <i>(10 minutes)</i>	Participants share their experience in small groups. The participants can use their journaling equipment to reflect on the various steps and note their answers to the questions in the future zone.
TIPS	Show a short demonstration of the exercise beforehand. Encourage participants to use any information or memories that arise during the exercise, whether personal or fictional, without judgement, to develop their role. Even if the participants in this exercise are primarily engaged in developing their role character, it can happen that one or the other is more occupied or moved by their own history or future than it serves the role-evolution. Remind these persons that the focus of the exercise is on the role-character. The journaling equipment can be used to record personal thoughts or emerging emotions.