Example: Foundational Team Experiences

Name	Main foundational experience	Secondary experience	Engagement ideas
Mitch	Sport	Classroom (history/war)	Loves competition. Put him in charge of projects that are challenging that he feels he can strategize and win. Needs clarity of mission and outcomes.
Kelvin	Church	Theater (rap producer)	Focused on the big picture. Loves an opportunity to give a keynote address. Ask him to write a rap song about the good work we do and have him work with a team to produce it.
Annie	Dance	Sport	Disciplined, high energy, and goal oriented—a true team player. Give her physical opportunities and let her lead a movement section in full-day meetings to get people's energy up.
Gavin	Sport (baseball)	Theater	Use any activity with a ball and he is happy. He immediately loosens up and feels more confident. Great storyteller and a super-facilitator. Have him lead warm-ups and energizers.
Julia	Musical theater	Therapy	Have her lead reflection activities. She is smart and good at giving directions, as well as listening to others. Can also lead karaoke nights and other such team-building activities.
Erin	Theater	Playground	Playful and creative—loves to lead a brainstorm and innovation workshop. She is a "Yes, and" person. Also good at inspirational speeches and always adds gaming elements to her facilitation.
Juan	Music (rock band)	Wilderness	Loves a challenge. Tell him something is hard and he'll love it more. He loves the systematic approach of music and is good at managing projects with steps. Also asking him to bring his drum for parts of a meeting can loosen him up and show a different side to his seriousness.