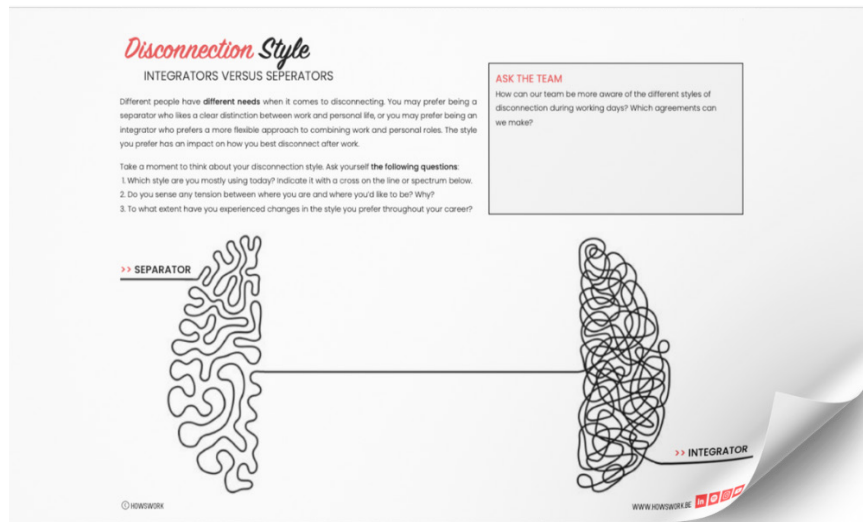


DISCONNECTION STYLE



PREPARATION

Download the exercise 'Disconnection Style' and show it during a team meeting or one-on-one conversation. Show the **explainer video** to the team/colleague to frame the exercise.

MATERIAL

- The 'Disconnection Style' exercise
- Pens

OBJECTIVES

- Awareness about the different styles of disconnection.
- Understanding which style you prefer at the moment and how that might have changed over the years or differs from your current reality.
- Making agreements with the team on how to take into account the different styles.

FORMAT

PHYSICAL: When doing this exercise physically, we recommend you to print the pdf for every individual.

ONLINE: The exercise is an **interactive PDF** in which you can take notes during a digital meeting.

EXPLANATION

Different people have **different needs** when it comes to disconnecting. You may prefer being a separator who likes a clear distinction between work and personal life, or you may prefer being an integrator who prefers a more flexible approach to combining work and personal life. That's why I would like to reflect with you on how these different styles of disconnection apply to you and how we can make **agreements** as a **team** to take them into account.

INSTRUCTIONS

STEP 1 | Give team members a few minutes to **individually** read the the exercise and ask them to answer the **first question** of the exercise by indicating with a cross (on the line or spectrum between separator and integrator) where they would situate themselves.

STEP 2 | Ask team members to **discuss in pairs** which syle of disconnection they prefer and why.

STEP 3 | Ask team members to **share this in group**. In doing so, give enough space for others to pick up on each other.

STEP 4 | Once all team members have given their input, ask them to **individually** reflect on **questions 2 and 3** of the exercise.

STEP 5 | Ask team members to **share there reflection in group**. In doing so, give enough space for others to pick up on each other.

STEP 6 | **Make agreements** about how you will help each other as a team to be more aware of the different styles of disconnection.
For example: Indicating that you don't need an immediate answer on an email or message that was sent in the evening.