



DEI ACTIVITIES:
A GUIDE FOR RETREATS
APPENDIX





Icebreakers & Activities for Introductions

THE FIVE MINUTE POEM

First Stanza: Familiar sights, sounds, or smells of your neighborhood

Second Stanza: Familiar foods

Third Stanza: Family sayings

Fourth Stanza: Friends and those that have influenced your life

I am from...

I am from...

I am from...

I am from...



**LEAST
VALUED**



**SELDOM
VALUED**



**SOMETIMES
VALUED**

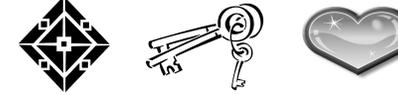


**OFTEN
VALUED**



**ALWAYS
VALUED**



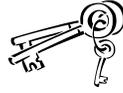






SELF ACCEPTANCE

Self respect
Self esteem



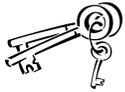
ADVENTURE

Challenge, risk-taking,
Testing limits



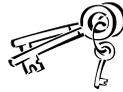
CREATIVITY

Finding new ways to do
things. innovative



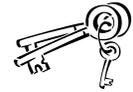
CHALLENGE

Testing physical limits,
strength, speed and agility



PERSONAL GROWTH

Continual learning,
Development, of new skill,
Self awareness



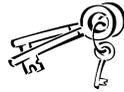
BALANCE

Unity of heart and mind



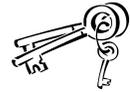
INNER HARMONY

Freedom from inner conflict,
Integrated, whole



SPIRITUAL GROWTH

Relationship to higher
Purpose, divine being



KNOWLEDGE

Seeking intellectual
Stimulation, new ideas,
truth, and understanding



INTELLECTUAL STATUS

Being regarded as an Expert, a person who knows



EXCELLENCE

Striving for perfection



COMPETITION

Winning, doing better than others



COMPETENCE

Being good at what I do, capable effective



ADVANCEMENT

Getting ahead, ambitions, aspiring to higher levels



POWER

Control over other people, making them do what I want



AUTHORITY

Having the power to direct events, make things happen



ACHIEVEMENT

Successful completion of visible tasks or projects



RECOGNITION

Getting noticed for Effective efforts



PLAY

Fun, lightness, spontaneity



FAMILY

Taking care of and
spending time with loved
ones



ROMANTIC LOVE

Deep devotion and
Adoration of a long term
partner



PLEASURE

Personal satisfaction,
enjoyment, delight



COMMUNITY

Living where neighbors are
close and involved



INTIMACY

Deep emotional, spiritual
connection with others



HEALTH

Maintain and enhance
physical well being



AESTHETIC

Desire for beauty, artistic



APPEARANCE

Looking good, dressing
well, keeping fit



PERSEVERANCE

Pushing through to the end,
completing tasks



SELF-CONTROL

Self-disciplined, restrained



TRADITION

Respecting the way things
have always been done



SECURITY

Freedom from worry, safe,
Risk free



RATIONALITY

Consistent, logical, clear,
reasoning, unemotional



STABILITY

Certainty, predictability



FUTURE PLAN

Able to foresee what lies
ahead and predict changes



PROSPERITY

Flourishing, well off,
Affording what I want



NEATNESS

Tidy, orderly, clean



TOLERANCE

Respectful of others



COURAGEOUS

Standing up for your
Beliefs, overcoming fears



PEACE

End of war, non-violent,
conflict resolution



HONESTY

Sincere, truthful



INTEGRITY

Acting in line with your
beliefs



FAIRNESS

Similar opportunity,
Respecting everyone's
rights



ENVIRONMENT

Respecting the future of the
Earth



SERVICE

Working to provide for
others in need in your
community



FORGIVENESS

Able to pardon others and
let go of hurt



BELONGING

Being connected to and liked by others



FRIENDSHIP

Close companionship, on-going relationships



COMMUNICATION

Open dialogue, exchange of views



DIPLOMACY

Finding common ground with difficult people and situations, resolving conflict



CONSENSUS

Making decisions everyone can live with



TEAM WORK

Cooperating with others towards a common goal



RESPECTFUL

Showing consideration, Regarding with honor



COMPASSION

Care of the individual



HELPING

Taking care of others, Doing what they need

ALWAYS VALUED	OFTEN VALUED	SOMETIMES VALUED	SELDOM VALUED	LEAST VALUED
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☆☆☆				
	☆☆☆			
☆☆☆				

☆☆ Designates Core Value

Values Map



LEARNING & PROFESSIONAL DEVELOPMENT
UNIVERSITY OF MICHIGAN

Deconstruct, Reimagine & Personalize YOUR Identity Wheel

Race:

i.e.: Black, White, Asian, Hispanic, Native American, Pacific Islander (*US Census*)
 + N African / Middle Eastern, Biracial, Multiracial

Ethnicity:

i.e.: African, European, Irish, Cherokee, Spanish, Arab, Jewish, Lebanese, etc.
 + Heritage, Genealogy

Age: Generation, Decade, Chronological Age, Younger, Older, Middle Age

Gender:

Sex (*female, male, intersex*), **Gender Experience** (*cisgender, transgender*)
Gender Identity (*female, male, bigender, agender, genderqueer, 2-spirited, transmale, transfemale*)
Gender Expression (*scaled from masculine to feminine*)

NOTE: People who identify as Transfemale ARE female, People who identify as Transmale ARE male.

Ability / Disability:

Ambulatory, Cognitive, Sensory, Emotional, Learning, Temporary Disability, Impairments
 + Seen disability or impairment, Unseen disabilities or impairment

Sexual Orientation:

i.e.: Lesbian, Gay, Bisexual, Straight, OmniSexual, Asexual, Queer
 + Attractionality, Affectionality, Romantic Attraction

Income: Social Class, Socioeconomics, Generational Wealth/Poverty

i.e.: Poverty, Wealth, Working Class, Lower-Middle Class, Upper-Middle Class, Upper Class, Ruling Class, Owning Class

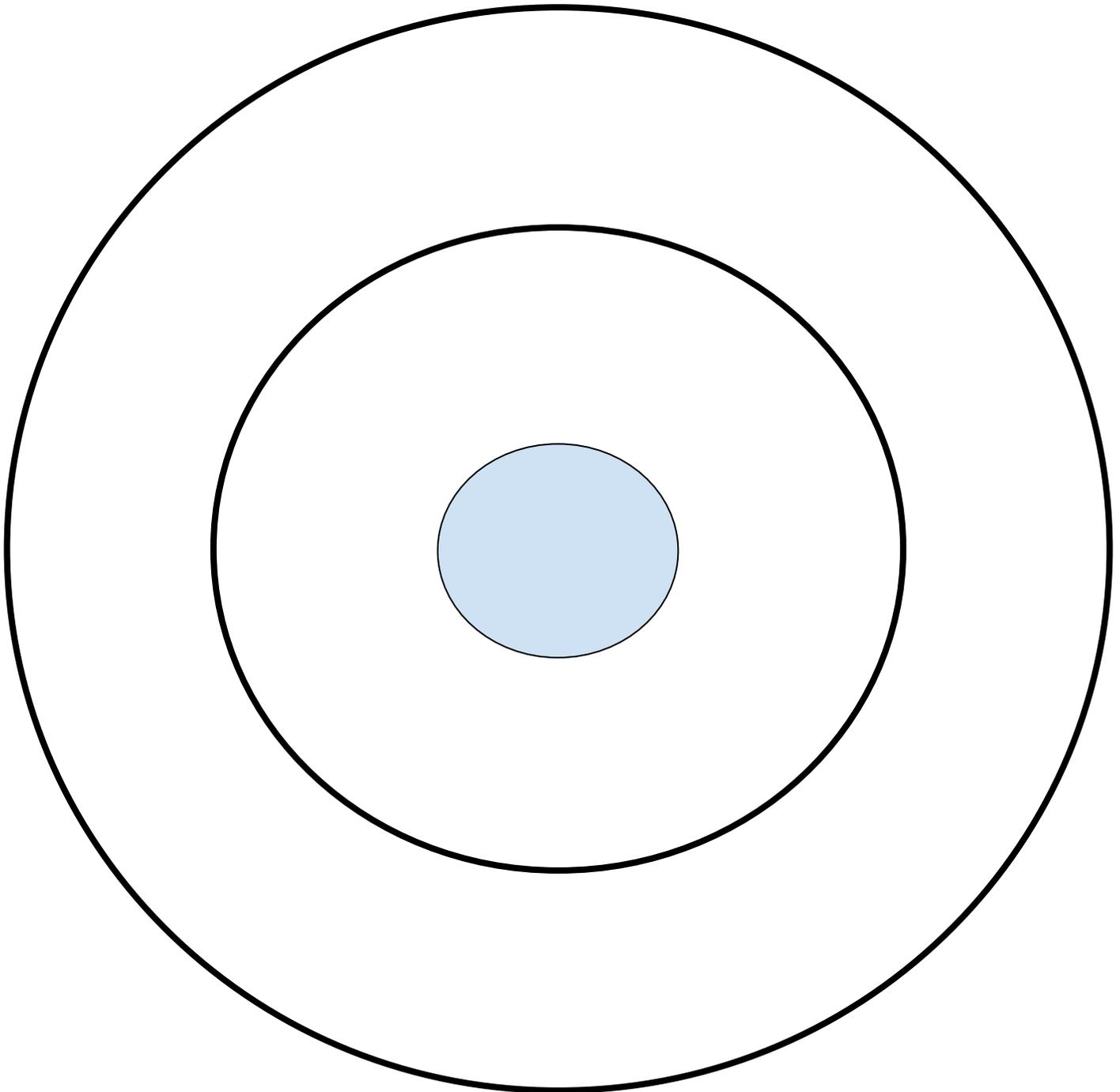
Internal:

Handedness
 Childhood Culture & Influence
 National Origin
 Body Type, Body Size/Shape
 Introvert / Extrovert
 Scientific / Artistic
 Logical / Free Thinker

External:

Marital & Parental Status = FAMILY STATUS
 Travel, Language, Citizenship
 Veteran/Military Status
 Social Network / Professional Network
 Specialized Training
 Faith, Spiritual Practice, Denomination, Life Philosophy
 Health, Fitness, Wellness

Internal & External Dimensions of Identity





My Career Map to _____

