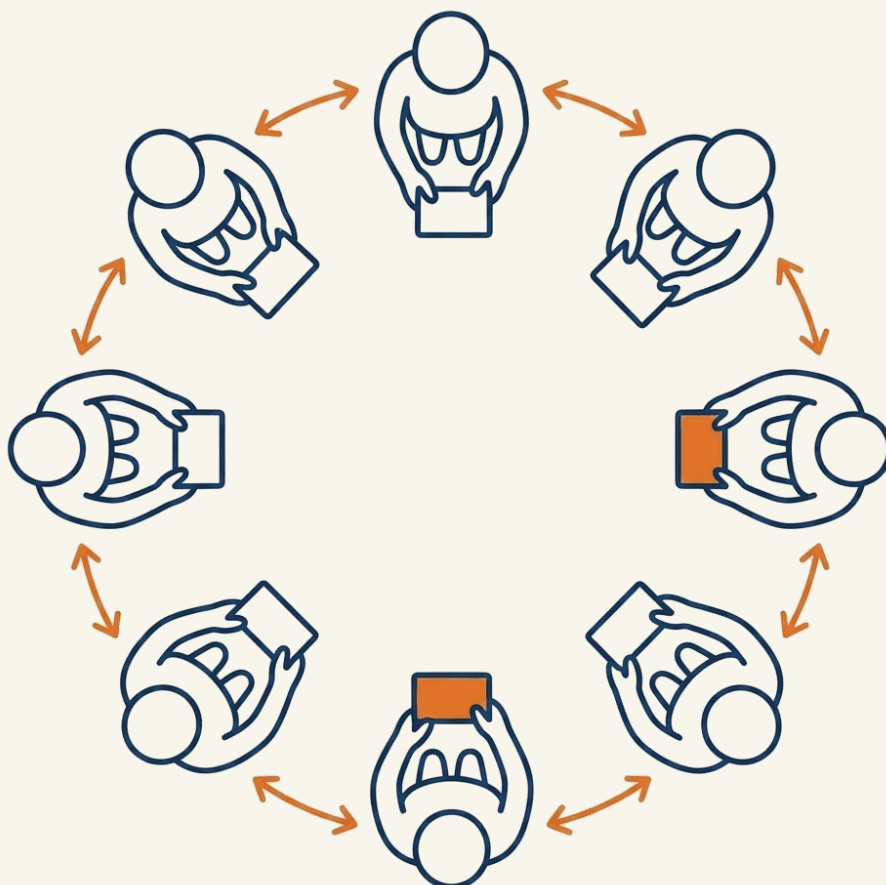




Method 35

How to find out what a whole group knows, in 30 minutes, without the five extroverts taking over the microphone.



How to use the kit

The kit has two parts. This is the facilitation guide. The second is the page to print, with the tickets: four to an A4 page, so you don't use up a stack of paper for a group of 60. It is the last page of this PDF.

- 1 Print the tickets first.** One ticket per participant, plus 10% spare. For 65 people, that means 18 A4 pages. Cut them along the dotted lines.
- 2 Choose the question** from the bank on page 6, or build one following the rule there. The question accounts for 80% of the quality of the result.
- 3 You need a bell** or any instrument that can be heard over 60 people talking. Your voice won't carry, and the rounds run long if you have no clear signal.

WHICH SIDE OF THE TICKET IS WHICH

On the printed ticket, **the front has the scoring grid**: five rounds plus a total. **The idea is written on the back, on the blank side.** Say this explicitly before Step 1, otherwise half the room writes over the grid.

If you use plain tickets, with no template (A6 cards, thick sticky notes), it is the other way round: the idea on the front, the points on the back.

3	The steps, on one page	facilitator reference
4	The script, word for word	steps 1–3
5	The script, word for word	steps 4–5
6	The question bank	the rule + 15 variants
7	At any group size	from 10 to 300
8	Pitfalls and debrief	what breaks and how to fix it

The steps, on one page

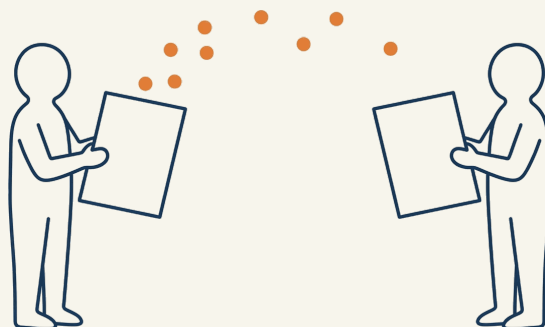
Print this page and hold it in your hand during the session. The rest of the guide is for preparation; this page is for the room.

STEP	TIME	WHAT YOU DO
1 Harvesting	5 min	You hand out the tickets. You put the question. Everyone writes a single answer, legibly, on the blank side.
2 Detaching	1 min	Everyone stands up, turns the ticket writing-side down and passes it on, in silence. Stop after a minute.
3 Curating	10 min	Five rounds × 2 minutes. In pairs: they read both ideas, split 7 points (halves are allowed), note them on the grid. Bell between rounds.
4 The gold	10–13 min	Everyone adds up the points. You lower the threshold (over 30, over 28) until you have a top 5. They are read out. The author gives 30 seconds of context.
5 Closing	2 min	You value all the tickets, not only the ones read out. You collect them. You promise the transcription.

Total: 28–31 minutes, at any group size.

PREPARATION, A DAY BEFORE

Tickets printed and cut (+10%) · a pen per person · a bell · a box or a free table for collecting the tickets at the end · the question written somewhere visible, so you don't rephrase it from memory in three different ways.



The script, word for word

STEP 1 • HARVESTING

"I invite you to write on this ticket, as legibly as you can, [YOUR QUESTION]. One idea per ticket. Write on the blank side, not over the grid with numbers; we need the grid later."

STEP 2 • DETACHING

"Now, to practise detaching from our own creations, please stand up, turn your ticket writing-side down and walk around the room passing the ticket on. Swap them among yourselves in silence, as many times as you can."

↓ after a minute of shuffling

"Stop. At this moment, each of you is holding a colleague's experience in your hand. You are the custodians of these ideas."

STEP 3 • CURATING

"Five short rounds follow in which we will curate these tools together. Find a partner. Read in turn the two ideas you are holding. As a team, weigh their usefulness and split 7 points between them. There are no wrong choices: if both are excellent, you can give them 4 and 3, or even 3.5 and 3.5. They don't have to be whole numbers, what matters is that they add up to 7. If one is exactly what you would need on Monday at the office, you can give 6 and 1. Put the points on the grid, on the row for round 1. You have 2 minutes."

↓ bell, after 2 minutes

"Round 1 is over, thank you. Please find a different partner, so you can weigh the ideas in a new combination. Round 2 has started."

↓ repeat identically until round 5

The script (continued)

STEP 4 • THE GOLD

"Please add up the points on the grid of the ticket you are holding now. Let's see what resonated most strongly with the collective wisdom of this room. Does anyone have a ticket in hand that gathered over 30 points? Over 28?"

↓ for each raised ticket, whoever holds it reads it out loud

"Who brought this idea into the room? Can you give us, in 30 seconds, a little context: what does this look like in a real situation?"

↓ repeat until you have a top 5 (or 7–8, if you have time)

STEP 5 • CLOSING

"Thank you for the generosity of giving from your own experience and for the way you weighed these methods. Even if we didn't get to read them all, absolutely every ticket has value. Please leave them on this table. We will transcribe them and put them in the community group."

WHAT YOU NEVER SAY

"Who has the highest score?" It turns the exercise into a competition and you lose exactly what you built: the anonymity that made people vote for the idea, not the person.

"Whose ticket is this?" before reading it. The order matters: first the idea is heard, only then does the author appear.

The question bank

The method isn't tied to psychological safety; it works on any topic where the group has real experience. The question asks for **a lived experience, not an opinion**, and the answer must fit on a ticket and be something someone else can run on Monday morning.

THE FORMULA THAT ALMOST ALWAYS WORKS

"What [method / phrase / gesture / decision] do you use to [concrete result]?"

What doesn't work: "What do you think about X?" (an opinion, can't be weighed usefully) · "What are the team's 3 challenges?" (doesn't fit on a ticket) · "What should the company's future look like?" (too abstract) · any question with a single right answer.

Psychological safety

- 01 A method, a phrase or a gesture through which you build psychological safety in your group.
- 02 What do you concretely do in the first 5 minutes of a meeting, so people say what they think?
- 03 What is the last thing you said that made someone open up?

Team retrospective

- 04 One thing this team should stop doing from this month.
- 05 What would you have liked to know at the start of the project that you only found out at the end?

Prioritisation and roadmap

- 06 What could we cut from next quarter without a client noticing?
- 07 What is the thing we do only because we have always done it?

Onboarding

- 08 What should you have known in your first month here that you only learned in your sixth?
- 09 What is the unwritten rule a new person should learn in the first week?

Team values, turned into behaviour

- 10 What does "[value X]" look like on an ordinary working day? A concrete gesture, not a definition.
- 11 What behaviour of a colleague showed you this value better than any poster?

What we hear from clients

- 12 What is the sentence you have heard most often from clients in the last 3 months?
- 13 What does a client say about us when they think nobody from the company can hear?

A conference or a group that doesn't know each other

- 14 What have you learned in the last year that you would have paid to know a year ago?
- 15 A tool you use weekly and that your neighbour in the next seat probably doesn't know.

At any group size

What changes in the method: nothing. Ten people or a hundred: still five rounds, still 7 points per round, still ~30 minutes. You don't add rounds for a bigger group and you don't cut rounds for a small one.

WHY TIME DOESN'T GROW WITH THE GROUP

Because all the pairs work simultaneously. With 100 people, 50 conversations happen in parallel, in the same two minutes in which, with 10 people, 5 happen. Almost any other method of gathering ideas from a group grows linearly with the number of participants. This one doesn't.

The maximum score stays 35 at any size, so the reading threshold is the same: you start with "over 30", and go down by 2 until you have a **top 5** on the table. If you have time, go up to 7–8.

Over 150 people

The only thing that adapts is the logistics of detaching, where walking around the room becomes chaotic: the tickets circulate in turn, left to right, three times. The rounds are announced from the microphone. For the reading you need a handheld microphone, otherwise the rhythm is lost and half the room doesn't hear the idea.

Online

The tickets become an anonymous form, the scoring is done in pairs in breakout rooms of two, on a shared board. The tooling does the detaching, so you lose the physical moment, but you gain automatic transcription. Allow 40 minutes: it is the only variant in which the method really runs longer.

A permanent team

Where people recognise each other by handwriting, ask them to write in CAPITALS. It is the only correction needed and it solves the problem completely.

Pitfalls and debrief

An odd number of participants

You join in, with a ticket. If you facilitate alone and can't, you let one person move from pair to pair as an observer, for one round.

Someone recognises their own ticket

Announce it from the start: "if you land on your own ticket, discreetly swap it with your neighbour." It becomes a non-event.

The group doesn't stand up at Step 2

You stand up first and start the circulation of the tickets. Don't explain any more: show.

The rounds run long

Use a bell or an instrument, not your voice. Exactly two minutes, five times. If you let the rounds flow, you lose 8 minutes out of 30.

Everyone gives 7-0

Remind them after round 1 that 4-3 is a valid choice, even 3.5-3.5 if the pair really can't separate them. Otherwise the method turns into a binary vote and you lose the nuance.

Nobody has over 30 points

It is normal, not a problem: lower the threshold by 2 until you have five tickets in hand. The threshold is only the mechanism for pulling out the top 5, not a pass mark.

The unread ideas

You promise the transcription and you do it within 48 hours. It is the only promise in the method and, if you miss it, next time the group writes less.

DEBRIEF QUESTIONS

1. What changed in how you weighed the idea, from the moment you no longer knew whose ticket it was?
2. Where, in your team, are decisions made by who says the idea and not by what it says?
3. What idea did you set aside today that you would have defended if it had been yours?

WHO WROTE THE KIT

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WANT TO LEARN TO FACILITATE

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THE OTHER METHODS

[facilitare.ro](https://www.facilitare.ro) • [improvizatie.ro](https://www.improvizatie.ro)



35

Round Points of this
card

1		+ partner card = 7
2		+ partner card = 7
3		+ partner card = 7
4		+ partner card = 7
5		+ partner card = 7
Total		

35

Round Points of this
card

1		+ partner card = 7
2		+ partner card = 7
3		+ partner card = 7
4		+ partner card = 7
5		+ partner card = 7
Total		

35

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Total		