**Directions for The Human Shuffle**

This activity is a fun and thought provoking way for members to work together based on a key question. Try it for medium and large size groups.

Supply everyone with an index card and a pen or pencil. Frame a question that everyone will respond to. Here are a few examples:

- What is an example of something the co-op is already doing to live up to its Ends statement?
- What is an example of something the co-op could do to live up to its Ends statement?
- What would you like to see the co-op take responsibility for accomplishing now that might take 10, 20, 30 years to achieve?
- How do you describe benefit and value produce by the co-op on behalf of its members?

Ask everyone to write their answer on the index card.

Ask people to walk around the room randomly exchanging cards.

After a couple minutes tell them to stop and pair up.

Tell people that they get to allocate 7 points between the two options, scoring based on what they thing is most important or what they agree with most. They can allocate all 7 to one or split the points up between the cards. (Alternatively, you can ask people to put a star on the one they agree with most.)

Do the shuffle again, by asking people to walk around and randomly exchange cards. After a couple minutes tell them to stop and pair up. Repeat so people have paired up three times.

Hear some ideas! Ask people holding a high score to share the idea on the card. Someone might be holding a card with 21, for example. Alternatively, look for cards with 3 stars.

As time allows, hear ideas, then collect the cards to be typed up. This information could be useful in policy and program reflection and development. The information will also make a nice newsletter article. Take pictures!

The Human Shuffle at the Seward Co-op was led by Brian McDermott and Gerry Sexton of GrowthWorks. Special thanks to them for sharing the instructions! See their website:  http://growthworksinc.com/

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