

## Forced Choice

Directions:

Explain that I am going to read a statement that they will choose one of the 15 part of their identity to complete it. Each person should be encouraged to self-reflect and choose for themselves where they will go in the room. Mention that each person should think about themselves in life in general, not just at work. Emphasize that this is the silent part. Once the participants have made a “choice” ask them to take a moment to look around the room, then silently return to the center of the room.

Go through 2 statements before forming discussion groups.

1. The part of my identity that I am most aware of on a daily basis is \_\_\_\_\_
2. The part of my identity that I am the least aware of on a daily basis is \_\_\_\_\_

Question: Why did you select this part of your identity?

3. The part of my identity that was most emphasized in my family growing up was \_\_\_\_\_
4. The part of my identity that serves as my primary compass for my work style is \_\_\_\_\_

Question: Why did you select this part of your identity?

5. The part of my identity that garners me the most privilege is \_\_\_\_\_
6. The part of my identity that I would like to explore further is \_\_\_\_\_

Question: Why did you select this part of your identity?

7. The part of my identity that I believe is the most misunderstood by others is \_\_\_\_\_
8. The part of my identity that I feel is difficult to discuss with others who identify differently is \_\_\_\_\_

Question: Why did you select this part of your identity?

Large Group: Discussion

1. How did you feel as you were taking part in this activity?
2. What were you most surprised to learn about yourself?
3. What was the most difficult question or position to be in?
4. What statement were you most conflicted on where you saw yourself?
5. Was there a statement or part of your identity you were hoping to hear/answer a statement about?
6. How has this activity affected your thinking about yourself? Others in the group?
7. What impact does your identity have on your role as an advisor?

Identity Signs:

Race

Gender

Socio-Economic Class

Sexual Orientation

Immigration Status

Ability/Disability Status

Religion

Age

Body Image

Family Status

Childhood/Family Structure

Education

Work Experience

Health Status

Life Altering Experience

Adapted from: Teampedia-[www.teampedia.net/wiki/index.php?title=Forced\\_Choice](http://www.teampedia.net/wiki/index.php?title=Forced_Choice)