



How to use the Purpose Prompt cards

Thank you for purchasing the Purpose in Practice cards. We hope you enjoy using them, and find the resulting discussions insightful and helpful.

The card deck consists of 80 cards, with one or two questions or activities on each card.

- **Fundamentals:** Cards 1 – 27 ask big and challenging questions to make you think and rethink your approach to working from purpose.
- **Practice with Purpose:** Cards 28 – 51 encourage you to try new things and experiment with different approaches to bring you (even) closer to working from purpose.
- **Purpose and Performance:** Cards 52 – 63 prompt thinking about what matters most to the people you work with and how to measure it in useful ways.
- **Backup:** Cards 64 – 80 are for those situations where inspiration is hard to come by and you need a few fresh ideas.

When using the cards, don't worry too much about these categories.

You can use the cards in a variety of ways. Use as many or as few cards as you want. Here are some possibilities.

- If working with the concept of purpose for the first time, you might use cards such as 6, 7 and 8. Card 59 might also be of interest.
- You could introduce some of the concepts from *Lost in Control* such as the difference between being systems-driven and purpose-driven and the need for balance. You could then use cards 30, 31, 38 or 52 to explore how individuals, teams or the organisation can be more purpose-driven.
- You could select one or two cards to consider at a team meeting.
- You could spread all the cards across the room and invite people to select a card or a few cards which interest them and invite them to respond to the questions asked.
- You can use any combination of personal reflection, working in pairs, working in small groups or whole team discussions.
- To use the cards with a large group, you could for example:
 - Divide the cards (or the cards that are likely to be relevant to the group) among the group.
 - Ask each group member to make 'Yes' and 'No' piles of the cards given to them based on the question: Is this card relevant to us as a group?
 - Then, ask people to form pairs and in these pairs invite them to discuss how they sorted their cards and to agree on a combined 'Yes'-pile of cards.
 - Ask the pairs to form a group of four by joining another pair. In this group of four, discuss the cards in the 'Yes'-piles and together agree on the top three most urgent cards.
 - Share the urgent 'Yes'-cards with the entire group, e.g. by placing them on a table or on a wall.
 - Let everyone vote which card they would like to reflect on first as a group.
 - Agree as a group how long everyone has to respond to the card. Allow people time to respond. Share learnings and reflections.