

Virtual Networking/Social Connection Exercise (using John Holland's "The Party")

Instructions for Participants

Objectives:

- Informally meet or reconnect with small groups of people within a larger community
- Learning about the 6 Holland Types
- Discover things about self and things in common with others
- Learning about new features of Zoom (participant-driven breakout rooms)

Overview: First we will briefly review the six types from the John Holland model as depicted in "The Party" exercise by Richard Boles. We will then have two rounds of breakout sessions, in six named breakout rooms that correspond to the six types.

Scenario -- "The Party": "Imagine walking into a party where the six groups of people listed below are already interacting. Based on these descriptions which is the first group you would be drawn to? Which is your second choice? Please go mingle with one or more of these groups (or just visit the room and listen)."

R - REALISTIC – People who like nature or athletics or tools and machinery

I - INVESTIGATIVE – People who are very curious, and like to explore, analyze, or solve

A - ARTISTIC – People who are creative, imaginative, intuitive, and/or innovative

S - SOCIAL – People who skilled with words and drawn to helping, teaching, or serving others

E - ENTERPRISING – People who like to start projects, organize, persuade, or lead others

C - CONVENTIONAL – People who like detailed work, data, and completing tasks/projects



Round 1: The first breakout is a shorter, warmup round. Everyone will be sent randomly to one of these six rooms where we will get to know those in that room by discussing the room's type and how well it fits (or not). The goal here is to explore one of the six types and to interact with a few people that may be similar or different. After this round the room will close automatically, returning everyone to the main room after a 1-minute countdown.

Round 2 will start like Round 1. We will first be sent back to the rooms we just left, but there is now a difference -- we are now able to move directly from our current breakout room into any other room we wish! (Click the "Breakout" button to see the room names and who is in each one.)

At this point everyone should move themselves to the room that describes them best and talk with others to explore commonalities of this type! Then after a while move to the room that is next closest, as you wish. Feel free to roam around or stay in a room that is comfortable.

Note that some people may not be able to move themselves if they are on an old version of Zoom or on certain devices. There will be several Zoom co-hosts circulating among the rooms. They can answer questions and move people as needed. If you can't find a co-host or need help you can always click the "Leave Breakout Room" button and return to the main room, where the main Zoom Host will help you. (As a last resort you can also hang around in the main room and converse with other people passing through.)

Round 2 is intended to be the heart of the meeting – a fun, informal, participant-driven time that is open-ended and it can last as long as time is available. The host will broadcast messages to all rooms to keep people informed.

Ending: When it's time to finish the host will send a "last call" message and everyone is returned to the main room after a 2-minute countdown. We can then conclude in the main room with final comments, feedback, and/or questions.

Notes: Throughout the meeting the Zoom host will stay in the main room in case there are those who cannot (or do not want to) join a breakout room and/or to help people who return early from their breakout or need help moving to a new room. A discussion can also be held in the main room if several people gather there.

To maximize flexibility everyone is encouraged to [upgrade to the latest version of Zoom](#) before the meeting. (Version 5.3 is required for the self-select breakout rooms).

See **Zoom Host/Facilitator Notes** for instructions on how to set up and conduct a meeting like this.

Virtual Networking/Social Connection Exercise (using John Holland's "The Party")

Zoom Host/Facilitator Notes (Supplement to Instructions for Participants)

Preparation (before participants arrive): As Zoom Host bring up the meeting and create six breakout rooms. Rename the rooms according to the six types in the Holland model:

- R** - Realistic
- I** - Investigative
- A** - Artistic
- S** - Social
- E** - Enterprising
- C** - Conventional

For the first round, pre-configure the Zoom Breakout Room options as follows:

'Allow Participants to Choose Room' = **Off**. All other options = **On** (checked)

Countdown timer = **60** seconds. Rooms close automatically = **6-8** minutes (depending on group)

[The 'Notify me when time is up' setting is optional depending on flexibility needed.]

Designate one or more co-hosts (ideally 2-4, depending on group size) and rename them as such.

Begin the exercise: Introduce the objectives, along with Holland's Model of six types, using a short Zoom screen share presentation. Explain the flow for the two rounds (per participant notes).

Before opening the rooms post a brief list of the types in the Chat, along with a downloadable PDF reference (Participant Notes above). The opening chat will be visible to everyone while in the breakout rooms, but the shared screen presentation will not.

Round 1: Open all rooms. Remain mostly in the main room unless summoned to a room to help. Assign late arrivals to rooms as needed. If the 'Notify me' option was used be sure to close the rooms manually when time is up (or as needed).

When all have returned to the main room do a very quick debrief of Round 1 to answer any questions/concerns. Then review instructions for Round 2 (and the methods for changing rooms, including the roles of the co-hosts and main room for assistance).

For the second round, do NOT re-create the rooms (or all room names will be lost). Re-configure three **key** Zoom Breakout Room options as follows:

ALL options = ON (checked). Especially insure 'Allow Participants to Choose Room' is **ON**.

Countdown timer = **120** seconds and Rooms close automatically = **15-25** minutes (as needed)

[The 'Notify me when time is up' setting is optional depending on flexibility needed.]

Round 2: Open all rooms for this round. As before, the Host stays in the main room, while co-hosts can help people in the rooms as needed.

From this point on the session is participant driven, and it can last as long as desired, depending on group size. Host can broadcast occasional messages to remind people of time remaining and encouraging them to move if they wish. (Host and co-hosts may need to visit several rooms to ensure this is happening.)

Ending the Meeting: When it's time to finish the host clicks Close all Rooms, and everyone returns to the main room after the 2-minute countdown. After any final comments, feedback, or questions the host thanks everyone and ends the meeting.

Facilitator Notes:

Co-hosts should rename themselves, adding **Co-Host** after their name for visibility, and try to be in different rooms for Round 2 for maximum coverage. (The Host can also rename them.)

Participants were reminded to upgrade to the latest version of Zoom before the meeting. But some still may not have the current version of Zoom or may be on a platform that doesn't allow them to move themselves among breakout rooms. If they are in a room with a co-host, they can ask the co-host to move them. Otherwise they can always return to the main room where the Zoom host can move them to the room of their choice. (Or they can converse in the main room.)

Here's a link to [upgrade to the latest version of Zoom](#) for those on versions earlier than 5.3. Also note that people on full sized screens (PC/Mac) can see who is in each breakout room as they change rooms. People on iPads and Phones can still change rooms, but they cannot see who is in each room. (People on old versions of Zoom and people on Chromebooks or the Web Client cannot change rooms at all.)

Other Uses for this Process:

This general approach can be used for any 'social' meetings that are 'participant-driven' – i.e. where participants discuss topics of their choice with self-selected groups of people. This is like a party or reception where people are in a large room and they are able to move freely among different clusters of people and listen or engage in conversations that interest them. This is a novel use of this new Zoom feature to support self-organizing small clusters!

In using this virtually it's important to have a theme for naming the rooms (to support exploring topics) or an overall objective (for example something to find or a problem to solve). Another option would be to have a shared Google Doc that is visible to all rooms for people to see what is happening in each.

Here is an [article with some ideas for this type of meeting](#) (Ignore the "co-host" requirement – that was fixed in V5.3! Also phones and iPads can now change rooms but can't see room occupants, as noted above.)