



## Ambition Ranking

### purpose:

Get a sense of what your team would like to achieve at the end of your project/session/etc.

No ambition is wrong – but some are more pressing and shared by more people.

This exercise will give you a better sense of your priorities and about each person's interpretation of the work.

**timeframe:** 20 – 40 minutes

**number of facilitators:** one

**group-size:** 4 – 10 people

### materials:

post-it notes and markers  
blank wall for ranking field

### instruction:

Set up a ranking field like a ladder. Start with a baseline at 0 and mark lines above that to indicate a step.

- Hand out post-it notes to all participants. Ask them to write down 1 – 5 ambitions they have for the project/session/ etc. If you have a big group only 1 or 2 ambitions

per person are enough. Make sure you clearly define the area the participants need to focus their ambitions on. Each participant will place their ambition on the 'baseline' of your ranking field. (5 – 8 min)

- Go around the group and briefly discuss the ambitions each person has written down. If two people have written down more or less the same ambition, one of the post-its will be dissolved, and the other will be placed one step up on the ladder. (10 – 20 min)
- Each participant will now 'up-vote' two ambitions (not their own). Up-voting means that a participant can take one ambition, and have it go up one step on the ladder. Depending on the size of the group this can be done simultaneously, or one participant after the other. (5 - 10 min)
- Review the results of the votes. This information can feed new exercises.

Take a look at the top 3 ambitions. What does this mean for the project? When you look at your entire field, are there ambitions that you would have overlooked before?