Advance*VT* Workshop on Improving Department Climate: *Group Exercise*

INSTRUCTIONS:
Once everyone has introduced themselves at your table, please select someone to serve as "recorder/reporter" and a second person to serve as "table facilitator." The purpose of the **recorder/reporter** is to capture the group's responses on the questions below (on one worksheet), to report out on the group's responses, and to collect individual worksheets. The purpose of the **table facilitator** is to help the group manage their time, i.e., begin group discussion after 3-5 minutes and move from one group member to the next and from one question to the next in a timely fashion.

TASK:
Using the definition of department climate provided earlier, **please consider the current climate in your department at Virginia Tech**. Take 3-5 minutes to individually, silently respond to each question below using this worksheet. Please go around the table and have each person share an experience related to Question 1 until all unique responses have been exhausted. Then do the same for Question 2. If time permits, group members should also share responses on Question 3.

1. Identify experience(s) you have had that have made you **satisfied** with the climate in your department. What about this experience made you satisfied?

2. Identify experience(s) you have had that have made you **dissatisfied** with the climate in your department. What about this experience made you dissatisfied?

3. In your view, what are the **three most important things** that could be done to improve your department's climate?