



Activity Instructions: Energy Audit

This activity is designed to help your team understand and apply Rheem's value of **Thinking Creatively** by helping individuals reflect on their work experiences and identify patterns that impact their energy levels. By visualizing these patterns, teams can make intentional shifts toward more energizing work routines and collaborations.

Setup

- Think of 5-10 scenarios that relate to your teams daily work
- Mark two sides of the room: “Energizes Me” and “Drains Me.”
- Everyone starts in the middle.

Instructions

1. Explain the activity: You’ll read out common work scenarios. Team members will move to the side that best reflects how that activity makes them feel.
2. Read scenarios aloud
 - a. Example scenarios:
 - i. Attending a large team meeting
 - ii. Giving a presentation
 - iii. Responding to emails
 - iv. Working under tight deadlines
 - v. Collaborating cross-functionally
 - vi. Handling unexpected changes
3. Observe reactions: After each scenario, ask a few people to share why they chose their side.

Debrief

Gather everyone together and facilitate a group reflection:

- What patterns did you notice in your choices?
- Were there any surprises?
- How do these insights align with your current role or responsibilities?
- What small changes could you make to do more of what energizes you?
- How can the team support each other in creating more energizing work experiences?



Pots and Pans Experiment

The "Pots and Pans Experiment" is a creative problem-solving activity that encourages teams to think small and act fast. Instead of waiting for perfect solutions, this exercise helps teams identify low-risk, low-effort ideas they can test quickly

Setup

- Split the team into 2–3 small groups.
- Give each group a realistic work scenario:
 - Team meetings feel unproductive.
 - Deadlines are often missed.
 - Roles and responsibilities are unclear.
 - Feedback isn’t shared regularly.

Instructions:

1. Each group discusses their scenario and comes up with one or two low-risk ideas they could try to improve the situation.
2. Encourage creativity and simplicity.
3. Each group presents their idea(s) to the rest of the team.
4. Keep it short and focused: What’s the idea? Why do they think it could work?

Debrief

Facilitate a group discussion:

- What patterns or themes did you notice?
- Were there any surprising or inspiring ideas?
- Which ideas could we try as a team?
- How can we build a culture of small experiments?

