Four Corners

Purpose: Ask participants to decide about a problem or question.
Session Format: Training
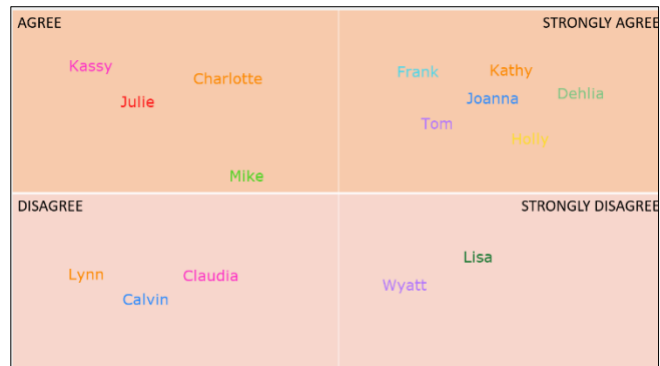**Audience**: Any
Number of participants: 16
Time: 20 minutes
Materials: A collaborative whiteboard or prepared slide, formatted with the four responses in the corners. (Option: place the statement in the middle.)
Features used: Shared Screen or Shared Document, Annotation, and Breakouts

Description: The Four Corners activity is a common one used for in-person training sessions. Each of the four corners of the room is labeled with Agree, Strongly Agree, Disagree, and Strongly Disagree and participants are asked to stand next to the answer that best aligns with their thinking regarding a specified topic. The participants are asked to discuss their ideas and come to a consensus to share with the group.

In the virtual training version, prepare a slide with the answers in the four corners and then have the trainer share it. Participants use their annotation tools to type their names in the box that best aligned with their ideas. Put them into breakout rooms according to their answers and give them enough time to discuss and prepare to return and discuss with the entire group. They learn from one another and build on their own ideas at the same time.

If using a platform that allows participants to choose their own breakout rooms, create 4 breakout rooms labeled with the answers in the four corners and open them. Once people have annotated their answer, instruct them to open the breakout panel and join the breakout room that corresponds with their answer. Provide timing cues and call on each group to share once everyone returns. Remind them to take notes in their handouts or on the devices they normally use. See images 1, 2, and 3 for examples of what the breakout rooms look like in Zoom.

© 2 0 2 3   A T D   P r e s s   a n d   K a s s y   L a B o r i e   C o n s u l t i n g

I n t e r a c t   a n d   E n g a g e !   7 5   A c t i v i t i e s   f o r   V i r t u a l   T r a i n i n g ,   M e e t i n g s ,   a n d   W e b i n a r s |1
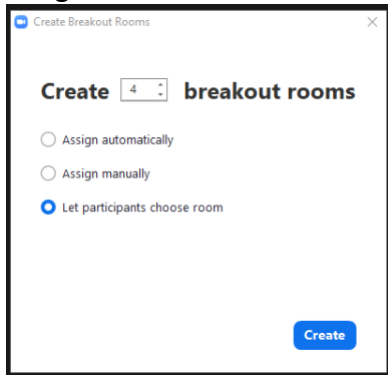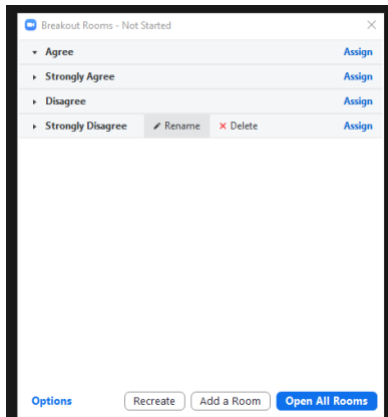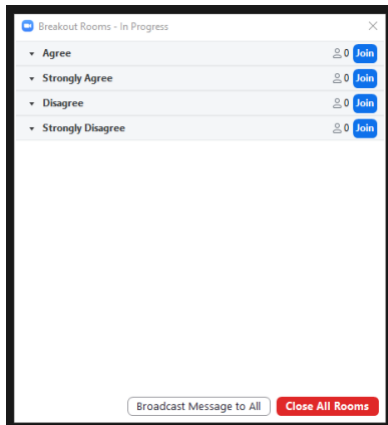
Image 1

Image 2

Image 3

Design needs ahead of time: Prepare a slide with the responses in the four corners to share during the setup of the activity. Also prepare a handout for the participants to use for taking notes. Plan the timing of the breakouts based on the number of attendees.

Before the activity begins:
Facilitator: Review the statement and be prepared to facilitate the debrief.

Producer: Enable annotation privileges and prepare the breakouts.

The Activity

SAY	DO
Facilitator: "In the next section of our program, we'll begin the conversation with the following statement: **Manager follow up after a training is critical for learning retention.** Do you agree with this or disagree? And is that a strong agreement or disagreement? Type your name in the section that most closely aligns with your opinion." Allow time for participants to consider it and then type their names using annotation tools. "Now that each of us has decided, let's take time to share our ideas with others who have the same opinion. Discuss your reasons in a small breakout group, come to a consensus, and select one person to share from your group upon our return. Please open the breakout session panel now, choose the room aligned with your answer, and take the next 10 minutes to discuss together."	*Producer:* Assist with annotation if needed. Prepare breakout rooms. *Facilitator:* Ensure the producer has time to prepare the breakouts before announcing that attendees should join them.

Transition after the activity:
Facilitator: "We had a thoughtful and insightful conversation just now. It helps us to listen to others to better understand our own opinions and ideas."

Spice it up with these alternatives

- Use virtual backgrounds to answer. Be sure to prepare the answers as image files that can be uploaded and used as virtual backgrounds. Send them to participants in advance of the training session. Teach them how to upload the images if necessary.
- Use reactions to agree and disagree but note that these are only two answers. Consider using an alternative icon for strongly disagree, or strongly agree since most feedback/reaction features have many options. Create a legend and place it on the slide to remind people what to choose for each icon.

KASSY LABORIE CONSULTING

KASSY LABORIE

Kassy LaBorie is the principal consultant at Kassy LaBorie Consulting, LLC. She is a speaker, instructional designer, classroom facilitator, and author who specializes in virtual learning, teams, and live online technology. Kassy is passionate about helping organizations, learning teams, and training professionals successfully move to the virtual environment.

In her previous role at Dale Carnegie Training, she was the director of virtual training services, a consultancy that partners with organizations to help them develop successful online training strategies. Kassy also served as the product design architect responsible for developing the company's live online training product and experience. Prior to this, she was an independent master virtual trainer, a Microsoft software trainer, and a senior trainer at WebEx, where she helped build and deliver training at the WebEx University.

Kassy is the co-author of Interact and Engage! 75+ Activities for Virtual Training, Meetings, and Webinars (ATD Press 2022) and Producing Virtual Training, Meetings, and Webinars (ATD Press 2021). A frequent speaker at industry conferences since 2006, she has presented at Training Magazine events including their yearly conference and Online Learning Conferences, Chief Learning Officer symposiums, The Virtual Learning Show, ATD's TechKnowledge and International Conference & Exposition, as well as many local ATD Chapter events.
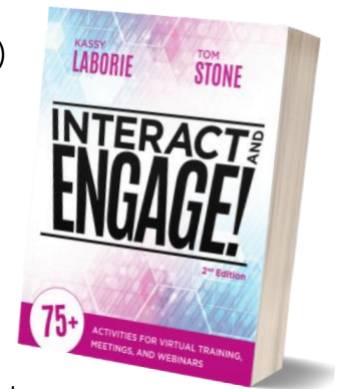
For more information about Kassy, visit her website: www.KassyConsulting.com
Connect with her on LinkedIn https://www.linkedin.com/in/kassylaborie/

© 2 0 2 3   A T D   P r e s s   a n d   K a s s y   L a B o r i e   C o n s u l t i n g

I n t e r a c t   a n d   E n g a g e !   7 5   A c t i v i t i e s   f o r   V i r t u a l   T r a i n i n g ,   M e e t i n g s ,   a n d   W e b i n a r s | 4