

Handout 3 – Discover–Create–Appreciate Routine and Group Roles

Stage	Group action	Useful language
DISCOVER	Learn one non-sensitive thing about how another person thinks, prefers to contribute or approaches the task. Notice one connection and one useful difference.	"What works for you?" / "We have in common ..." / "A useful difference is ... because ..."
CREATE	Use everyone's information or contribution to produce a small shared result. Slow down and change the mode if someone cannot take part.	"We have not used your idea yet." / "Would you like to say it, write it or pass?" / "How can we combine these?"
APPRECIATE	Name an observable contribution and the benefit it created. Do not rank people or evaluate personality.	"When you ..., it helped me/us ..." / "I learned ... from your ..." / "Your question helped us ..."

Role cards – rotate after each challenge

CONNECTOR Reads the prompt or goal, notices links and useful differences, and checks that the group understands the shared result.	CONTRIBUTOR / BUILDER Adds one distinct element and helps combine contributions rather than replacing other people's ideas.
ACCESS AND PARTICIPATION KEEPER Offers options to speak, write, draw, use assistive communication or pass; monitors pace, noise and whether all necessary information is used.	APPRECIATOR / TIMEKEEPER Protects the time, observes specific contributions and leads the final appreciation and group-processing question.

One-minute group processing

- What did we produce that no one person could have produced in exactly the same way?
- Which contribution changed, improved or completed the shared result?
- Did everyone have a workable participation route? What should we adjust?
- What benefit did we experience: learning, enjoyment, help, perspective, confidence, calm, shared accomplishment or connection?