

# 9 WHY'S

#Analyse



**Analyse a personal issue in relation to a team challenge to understand the motivations and underlying reasons behind it**



## Benefits

### For the facilitator

Clarify individual objectives in relation to a team challenge to ensure alignment and effectiveness.

### For the participant

Focus on the essentials of their work.

*This activity helps uncover deep motivations and core values on an individual level to clarify each person's impact on a team challenge. The 9 Why's method examines a challenge a group is facing by encouraging participants to explore one of their own issues related to it. Pairs are formed, and participants question each other's issue by asking "Why?" up to nine times. Participants then share their clarified issue with the rest of the group. From the various issues, the group clarifies the objective of the collective work to be done in response to the challenge being examined.*

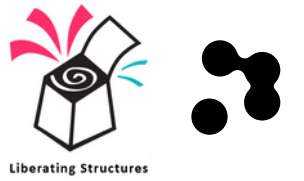


## Sequence

5 min	<b>Activity presentation</b>	<i>In plenary</i>	The facilitator explains the objective and the structure of the activity to all participants and presents the challenge to be examined.
2 min	<b>Personal reflection</b>	<i>Individually</i>	The facilitator invites participants to individually list the issues they face in relation to this challenge and choose the one they think is most important.
10 min	<b>Interview</b>	<i>In pairs</i>	Participants are paired up. They share their most important issue with each other and ask questions. For 5 minutes, the interviewer listens, digs deeper by asking "Why?" up to nine times, and takes notes on what they understand to be the fundamental intention of their partner.
4 min	<b>Restitution</b>	<i>In group</i>	Each participant shares the notes they took with their partner for 2 minutes.
4 min	<b>Synthesis</b>	<i>Individually</i>	Each participant takes some time to clarify their issue.
5 min	<b>Overview</b>	<i>In plenary</i>	The facilitator asks participants to share their issue in order to clarify the objective of the collective work in relation to the challenge being examined.



Use the Liberating Structure "What? So What? Now What?" to establish an action plan with the participants following the activity.



2 - 16



30 min

View the template on [Glowbl](#)

## Customisation of tables



## Content

Instructions - 9 Why's