



PUMP: Doing The Work Template

Use this simple template to help you design a program which assists your group to feel supported, valued and meaningfully connected to other members of the group.

Step 1 – De-inhibitors

Enter your ideas below...

Objective: to help your group feel comfortable about stepping outside of their Comfort zones	
<p><i>Experiences & activities which feature:</i></p> <ul style="list-style-type: none"> • fun as a major component • opportunities to take some risks • focus on effort, not success / failure • highly interactive • some discomfort & frustration 	

Step 2 – Communication

Enter your ideas below...

Objective: to help your group feel effective in their ability to communicate thoughts, feelings & behaviours.	
<p><i>Experiences & activities which feature:</i></p> <ul style="list-style-type: none"> • verbal interaction is key component • introductory problems to solve • some frustration • opportunities to give & receive feedback 	

Step 3 – Problem-Solving

Enter your ideas below...

Objective: to help your group feel effective to solve problems & make decisions co-operatively.	
<p><i>Experiences & activities which feature:</i></p> <ul style="list-style-type: none"> • decision-making is key component • complex problems to solve • opportunities for cooperation • higher levels of frustration • trial-and-error learning 	

Step 4 – Responsibility

Enter your ideas below...

Objective: to help your group feel comfortable to exercise personal & social responsibility to self & others.	
<p><i>Experiences & activities which feature:</i></p> <ul style="list-style-type: none"> • focus on taking responsibility • opportunities for leadership • emphasis on support & empathy • testing of self-perceived limits 	