

Guide to 'Needs / Offers' Exercise

Practices to help coalitions, collaborators and teams move their work forward, together.

1.

Ground people in real work

Start with what's already in motion. Ask participants what they're working on *right now* and what would help move it forward.

2.

Name needs clearly

Invite participants to name a clear, specific need tied to their current work. Encourage honesty and specificity—this is where people often get stuck, and where clarity unlocks support.

3.

Share in small groups

Create space for each person to share their work and need. Smaller groups help ensure everyone is heard and allow participants to build context as they listen to one another.

4.

Surface offers alongside needs

Ask participants to also name what they can offer others. This could be connections, expertise, programs, or resources. Making both sides visible reinforces reciprocity and shared responsibility.

5.

Reconnect to meet unmet needs

Bring groups together or mix participants to surface any unmet needs. Create another opportunity for the room to respond and extend support across groups.

6.

Surface patterns across the group

Zoom out and reflect on what is emerging. Have participants notice common types of needs, where offers are concentrated, and where gaps remain.

7.

Carry the work forward

Document connections and next steps so they don't get lost. The value of the exercise comes from what happens after—following through on offers.

NEED

YOUR NAME: _____

TITLE, ORG: _____

EMAIL: _____

NOW:

What activity, program, or event are you working on *right now*?

NEED:

What does your project need to be successful that is missing? Be very specific.



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OFFER

FOR: _____

YOUR NAME: _____

TITLE, ORG: _____

EMAIL: _____

OFFER

FOR: _____

YOUR NAME: _____

TITLE, ORG: _____

EMAIL: _____



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