



Common Ground

A 15-minute connection hunt for groups of 3–5

Find what everyone at the table shares — but the money is in the surprises. Ordinary ground scores one; “wait, really?” scores three.

**What is one true thing about
you
that your closest colleagues do
not know?**

The hunt

- Groups of 3–5 hunt for facts true of EVERYONE at the table.
- One point for ordinary ground; three for the kind that draws a “wait, really?”.
- Facts only — opinions score zero, and every member must verify each line.

The scoring rule, said out loud

- “We all work here” scores one. “We have all moved countries for a job” scores three.
- If a member’s eyes slide away during verification, the ground does not count.
- Ten minutes on the clock. The best score ever seen in a room: 23.

What the hunt forces

- A second question after every easy answer — the same move good interviews make.
- Verification out loud: the honesty of a group, rehearsed in miniature.
- Mix departments on purpose. Common ground inside a silo is just the silo.

Three ways it fails, three rescues

- Camping on one-point facts → at minute five: “3-point grounds are now worth 5.” Inflation moves the hunt.
- The loudest story dominates → rotate the verifier: the quietest member checks each new line first.
- Invented grounds to win → verification is the engine; ask the sliding eyes directly and kindly.

Three questions at the read-out

- 1. Your best 3-point ground — what question uncovered it?**
- 2. When did verifying almost break a ground? What stopped the false nod?**
- 3. Where does your week reward the first easy answer instead of the second question?**

The measure

- Before groups form: six rows about how you actually talk with colleagues.
- After the debrief: the same six rows about this hunt.
- The delta, not the score — did the room get braver or just busier?

The question is the skill.

The fact is just the receipt.

Verified ground is the only ground.

One question to keep

- Name one question from this game you will ask a colleague this week.
- The recorder card now has your names on ten lines — that is a group, starting today.

Print the cards · run the hunt · read out only the two best

Strangers in, verified ground out. That is fifteen minutes.

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