
Two Truths and a Lie

A 15-minute icebreaker with two guardrails

The classic getting-to-know-you game, rebuilt so nobody gets embarrassed in a professional room.

**What are three checkable facts
about the person sitting next to
you?**

The two guardrails

- Public work facts only: projects, skills, first jobs, countries worked in.
- Nothing about health, family or finances — unless the person offers it.
- The group votes with eyes closed. Nobody is publicly wrong.

How it runs

- The facilitator goes first — two truths, one lie, all work facts.
- Each speaker: three statements, then “eyes closed — hands up for A, B or C.”
- Reveal, one line of story, next. Over twelve people: split into two circles.

What actually happens

- First impressions get beaten by at least one lie — that is the point, not the failure.
- The truth nobody believed is the room holding up a mirror.
- Everyone leaves holding three checkable facts per colleague.

Three ways it fails, three rescues

- A lie too good to recover from → after the reveal, ask for the one-line true story behind a truth.
- A statement crosses the privacy line → cut in before the vote: “public facts only — swap that one?”
- Dead time in a big group → two circles, or table rounds of four with a 20-second timer.

Three questions in the light debrief

- 1. Name one fact you learned today — the person's name, then the fact.**
- 2. Whose truth did the room refuse to believe? What does that say about first reads?**
- 3. Which statement made you want a follow-up question? Ask it now.**

The measure

- Before the circle: four rows about how well you really know your colleagues.
- After the debrief: the same four rows about this game.
- Recall, not cleverness, is the goal — the delta tells you if the ice broke.

The goal is not to fool people.

It is to leave knowing three facts about everyone.

Nobody won. Everybody learned.

Run it standing · keep it five minutes in the debrief

An icebreaker is working when someone asks a follow-up question
out loud.

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