



FREE Resources for
Workplace Learning Professionals

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ICEBREAKERS

The 3 Ps Icebreaker

This icebreaker covers a lot of ground in a fairly short time. People move around the room, identify their objectives, and also the benefits of the training.

Post 3 flip chart pages around the room (if you are taping them to the wall, use two sheets to prevent bleed). On each page, write one of the following words:

- **Purpose**
- **Payoff**
- **People**

After stating the objectives for the training, ask participants to visit each flip chart page and write: their **Purpose** for learning the identified skills, their **Payoff** for learning the skills, and the **People** who will benefit (in addition to themselves) by their learning. (Be sure to provide markers at each posted page.) When everyone has finished, have them walk around the room and read each others' posts.

Alternately, write all 3 words on each flip chart page, divide the class into groups of 4-5 people and position each group at one of the flip charts so they can discuss and record their responses to the 3 Ps.

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