



InMotion Series

# DISCUSSION GUIDE

**For Evaluation Only!  
Not to be used in training.**

This guide provides a summary about the **InMotion Series** programs, along with Group Questions and Group Exercises.





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## About Star Thrower Distribution



Founded in 1996, Star Thrower Distribution, in name and philosophy, was derived from Joel Barker's version of *The Star Thrower Story*, reminding us that we all have the power to make a difference in the world.

We create professional development tools intended to develop people's ability to think rather than react. Through effective storytelling, our programs captivate the audience and appeal to a wide spectrum of organizations.

We look forward to being your resource for learning!

### GET IN TOUCH:

→ Toll-Free: 1+ (800) 242.3220

→ Email: [info@starthrower.com](mailto:info@starthrower.com)

→ [www.starthrower.com](http://www.starthrower.com)

## Using a Star Thrower Program

Star Thrower titles can be used as independent learning experiences, or as part of other initiatives. In both circumstances, our programs help engage the participant and encourage creativity; creating a willingness to change.

Included are support materials to make teaching easier for the trainer, and learning easier for the viewer. Because the fundamental purpose of training is learning, Star Thrower materials are geared to help viewers recall the information, understand the topic, and apply the lessons to their lives.



1.5 Minutes **Penguins (Attitude In Motion)**

Everyday we go to work thinking we can fly

Sometimes we struggle;

We feel like no one cares

Working with others can be difficult;

Staying positive is hard

But...

We have a choice

We can focus on the negative

or we can focus on the positive

It's up to you

Assume the best

Lavish trust

Challenge negativity

Not everyone can fly,

but with a little effort...

We can still get to where we're going.

**SUMMARY**

**Penguins** is a simple and sweet clip that reminds us that we have a choice!

Everyday when we go to work, we can choose to be negative, or we can choose to make the best of our situation and be positive.

This 90 second clip reminds us that by assuming the best, cultivating trust, and challenging negativity, we can accomplish great things.



## Penguins (continued)

### GROUP QUESTIONS

Do you believe that you have an option to pick positivity or negativity?

Do you generally approach your work and/or your team with a sense of negativity or positivity? Or is it somewhere in the middle?

Is it possible to be positive about everything you do at work? Are there times when negativity is appropriate?

### GROUP EXERCISE

*Time required: 20-30 Minutes*

Break up into small groups.

Ask the groups to brainstorm a list of everything they like or enjoy about their work. Ask someone within each small group to keep record. Give them a few minutes to complete this. Next, ask each group to make a list of everything they dislike at work. Again, give them a few minutes to work on this list and ask them to take notes.

Come back together as a large group and ask one representative from each small group to read a few points from each list aloud. Then remind them of this important message from the program:

- Assume the best
- Lavish trust
- Challenge negativity

Ask them to get back into their small groups and encourage them to view their dislike, or negative list with this in mind. Invite them to revisit the most challenging parts of their list and find ways to adapt to them using this mindset.



1.5 Minutes **Nature (Creativity In Motion)**

Creativity is...

The mighty forest,  
Majestic mountains,  
and endless seas

Nature is possibility  
Many elements, coming together  
with no one right answer  
Only endless opportunity

Can you be like nature?  
Open to ideas  
Willing to experiment  
Ready to change your world

Creativity is all around us  
Are you willing to see?  
Nature is creativity in motion.

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**SUMMARY**

**Nature** uses beautiful images and tranquil music to help us recognize that creativity is everywhere. We can use the natural world around us to open ourselves up to possibilities.

If we are ready to change our world, we can.



## Nature (continued)

### GROUP QUESTIONS

What does “nature is creativity” mean to you?  
Does this statement resonate with you in any way?

How do you feel about your current situation? Do you need a change?  
Does your team or organization need a change? Are you ready for a change?  
Please discuss.

Is there any room for experimentation in your life or your work?  
Why is this important?

### GROUP EXERCISE

*Time required: 20 Minutes*

Break up into small groups (aim for 5-6 people in each group).

Ask each group to first brainstorm a list of the changes - both big and small, that they have seen in their industry within the past few years. Give them a few minutes to make a list. Then come back together to discuss these changes, how they've impacted the industry, employees, customers, educators, etc. (this will vary depending on organization).

Next, ask the group to revisit the same question but consider their organization and team specifically. Follow the same process.

Then, ask the group to consider the changes they've noticed within their own specific roles (if the person is new to the organization or in a new role, they can contribute anything interesting or unexpected they've experienced). Again, follow the same process.

After this discussion, ask the small groups to identify a few changes they'd like to see happen, whether within the industry, organization, or specific role. What can they do to help facilitate these ideas? What creative steps or 'out-of-the-box' type of thinking needs to happen to enable this change?



2 Minutes **Balloons (Inclusiveness In Motion)**

Balloons gathered in the sky

Each unique  
with their own style  
and experience

Together they create something amazing

Balloons are a lot like people  
Each unique  
with their own style  
and experience

Together they create something amazing

We gather to create teams  
Great teams require effort  
and a willingness to include everyone

Cherish our differences  
Leverage uniqueness  
Share to expand possibilities.

**SUMMARY**

**Balloons** is a beautiful reminder that while every individual is unique and important, something magical happens when we include everyone and work together.

Using hot air balloons as a metaphor, this two-minute film offers a welcome message about honoring our differences as we work together to create amazing possibilities.





## Balloons (continued)

### GROUP QUESTIONS

What does your team or organization do to honor and/or acknowledge differences? Is this enough?

What can your organization do to openly value perspectives, ideas, and contributions of all people?

How does having individuals with different backgrounds and experiences make for better and stronger teams?

### GROUP EXERCISE

*Time required: 20 Minutes*

As a large group, have an open dialogue where participants will take some time to share a little bit about themselves. This is meant to improve community and illustrate that everyone is different, yet there are also many similarities.

Post the following questions so they are visible to all, and invite participants to answer as many as they feel comfortable. Let participants know that these questions are only ideas, and they can share as they see fit.

- What are my strengths?
- What do I enjoy doing when not at work?
- What is my biggest fear at work?
- What about me would surprise others?
- What is my biggest frustration?
- What are my goals for the next few years?
- What makes me creative?
- What makes me unique?



## 2 Minutes **Space (Change In Motion)**

Do you dare...  
Go beyond safe?  
Try something new?  
Reach for the stars?

Change is...  
Opportunity

Dare to dream  
Explore what's "impossible"  
Look past the horizon to...  
Discover what's possible

When faced with a problem ask:  
"What if?"  
"Why not?"  
"How else?"  
"Who can?"

Change is...  
Opportunity waiting to be discovered

Change  
Dare to Dream  
Explore What's Impossible  
Discover What's Possible

Ask:  
"What if?"  
"Why not?"  
"How else?"  
"Who can?"

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### SUMMARY

Change. It's not easy, but it's critical. Without change, there is no way to learn and grow, yet so many are resistant.

What if instead of being afraid of change, we embraced it? What if we viewed it as an opportunity to see what's out there, waiting to be discovered?

**Space** reminds us to explore what's possible. By asking four simple questions, we can open up our minds and invite possibility.



## Space (continued)

### GROUP QUESTIONS

How do you personally respond to change?

How does your organization respond to change? Please elaborate.

Identify a recent change that occurred within the organization.

What was it and what was the reaction?

Why are so many people resistant to change?

What steps can you take to make change easier, and even welcome it?

Do you believe that change is opportunity?

Why or why not?

### GROUP EXERCISE

*Time required: 15 Minutes*

Break up into small groups (about five people per group) and take a moment to identify a current problem or challenge within your organization. This can be big or small, it does not matter. What is more important is going through the process of addressing it.

Ask the group members to apply a list of answers to the four questions from the film to help solve the issue. These can be abstract or concrete ideas. There is no wrong answer, the goal is to consider all options.

→ “What if?”

→ “Why not?”

→ “How else?”

→ “Who can?”

Once they have recorded ideas for each of the four questions, ask them to revisit their list and determine which options are the best.

If time remains, they can share their challenge and solutions with the larger group.



2 Minutes **Wonders (Vision In Motion)**

Vision In Motion

We want what we create to stand the test of time

Vision animates dreams

Inspires ideas

Transforms purpose into action

Do you have a positive vision?

Is it clear enough to give direction

but broad enough to allow you to grow?

Does it inspire?

And beg action?

*"Vision animates, inspires, transforms purpose into action."*

**WARREN G. BENNIS**

Scholar | Organizational Consultant | Author

**SUMMARY**

Do you have a vision? What is your purpose?

**Wonders** is a beautiful short piece with inspiring imagery that provides us with a simple message - vision is what drives our dreams and turns our purpose into action. It also reminds us to be flexible with our visions, and as we change and grow, our visions should too.

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## Wonders (continued)

### GROUP QUESTIONS

What is your vision and/or purpose? How does this drive you in your daily life?

What is your team or organization's vision or purpose?  
How does this drive the work you do?

Are you actively working to achieve your vision? What steps are you taking?  
If not, how can you start?

Wonders reminds us that we need to be flexible with our visions.  
What other areas in your life need flexibility?  
Is this easy or difficult for you? Please elaborate.

### GROUP EXERCISE

*Time required: 15 Minutes*

Break up into small groups (three or four people is ideal). Take a moment to identify a vision you have for your team, group, or organization. (Ideally, this is an existing vision or goal.)

Make a list of what has been accomplished and what has not.

- Reflect on what it took to reach your accomplishments thus far.
- How long did it take? How much planning?
- How was the accomplishment celebrated?

Then reflect on what still needs to be done.

- What steps do you need to take to accomplish this?
- Once you accomplish it, is there something else you hope to strive for?
- Is there anything impeding your success—if so, how can you overcome it?
- Do you need to be flexible and change any part of this goal or vision?

Take about 15 minutes to have this discussion and walk away with next steps to try to accomplish your goal.