**Tactic: IN/Tensions**

*Visualize alignment and a range of perspectives by mapping where participants stand—normalizing nuance, surfacing tensions, and taking a lively temperature check of the room.*

**When to Use It:**

Use when you want to surface different and nuanced perspectives, normalize disagreement, and build shared understanding. This tactic is especially helpful early in a convening to reveal underlying values or differences of opinion, or later in a process to navigate tensions that may shape strategy, storytelling, or decision-making. This is a physical exercise, so is a good moment to revive energy.

**How it Works:**

**Step 1 (5 minutes) | Set the Space**

Mark a line down the center of the room—this is your spectrum.

* One end = Option A | Opposite end = Option B
* Participants will place themselves anywhere along the continuum.

**Step 2 (20–40 minutes) | Prompt the Group**

* Facilitator reads a pair of opposing statements or beliefs.
* Participants move to the spot that reflects where they stand along the continuum.
* Invite 2–3 people to share why they stood where they did.
* Encourage anyone to move if something shifts for them.

**Step 3 (10–15 minutes) | Optional Debrief**

* Invite the group to reflect on the following prompts:
  + What did you learn about this group or about the work?
  + What surprised you?
  + How might these underlying tensions show up in our work?

### **Helpful Tips:**

* **Balance the flow.** Mix playful and serious tensions to keep energy balanced.
* **Take a side.** Encourage participants to resist “middle-of-the-room” safety—ask them to choose a side first, then nuance.
* **Set up future strategy.** Use this activity to spark future sessions on values, decision-making, or coalition strategy.

