

# WOOP Kit – WOOP the Group

If you have a wish concerning a group like your team at work, your family or your friends, you have different possibilities to make use of WOOP. Check which possibility fits best to your current situation.

## 1 Personal WOOP concerning a group

If you have a wish concerning a group, you can create a “personal”-group-WOOP. The only difference to a regular WOOP is that your wish pertains to a wish that you have for a group that is important to you.

W – individual  
O – individual  
O – individual  
P – individual

## 2 Group wish, personal outcome, obstacle and plan

In this version, you develop the wish within the group. It is important that the wish is important to everyone in the group. It should be a challenging wish, but all group members should be able to contribute to the wish. After having agreed on a wish, every group member identifies his or her own individual best outcome, inner obstacle and an individual plan for themselves.

W – within the group  
O – individual  
O – individual  
P – individual

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## 3 Group wish, group outcome, personal obstacle and plan

In this version, you develop the wish as well as the best outcome within the group. The wish should be important, challenging, but feasible for all group members; everyone should be able to contribute to the wish fulfillment. Importantly, group members should get enthusiastic about the outcome. After having agreed on a wish and outcome, every group member identifies an individual inner obstacle and an individual plan for him- or herself.

- W – within the group
- O – within the group
- O – individual
- P – individual

## 4 Group wish, outcome, obstacle and plan

In this version, you work on all four steps the WOOP strategy contains jointly within the group. You jointly identify a wish, the best outcome, and the most important obstacle. Lastly, you make a common plan. The wish should be important, challenging, but feasible for all group members; everyone should be able to contribute to the wish fulfillment. Importantly, group members should get enthusiastic about the outcome. After having agreed on a wish and the best outcome, you jointly identify your most important, common inner obstacle. As the final step, you create a common plan.

- W – within the group
- O – within the group
- O – within the group
- P – Within the group