



1 - 2 - 4 - All

Helps people process information while hearing all voices.



Delivery:	Group Size:	Time Needed:	Difficulty:
In-person or Virtual	8+	30-60 minutes	Beginner

Overview

1-2-4-All is a simple method to get people to process information in a variety of different ways, with a variety of different people. The method

- Starts with silent reflection (1)
- Moves to pair share (2)
- Then moves to quad share (4)
- Finally, participants come back to the large group to share together (All)

The question(s) are set by the facilitator ahead of time. The question can remain the same for 1-2-4 or be slightly different. The “all” question is typically a summary question.

Examples include:

- What takeaways do you have from this conversation?
- What do we know now that we didn't know before this conversation started?

Situations for Use

This method is extremely versatile and can be used at any time during a process. It could be used when a group is:

- Trying to build a greater understanding about an idea or concept
- Developing action steps
- Trying to come to a consensus.

This method is especially useful for getting all voices to be heard by allowing time for group members who may take a little longer to reflect and process questions and building comfort and relationships by working in pairs.