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| Brief description |  | Participants work in teams of two, sitting back to back. The first team member draws a picture and describes it to his/her colleague who will draw it as well based on the verbal description. |
| Goals |  | * Understand the effects of communication and perception
* Analyse the challenges of communication processes
* Exercise communication strategies
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| Time |  | 45 – 60 minutes |
| Method |  | * Culture-unspecific
* Interactive
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| Material |  | * Pen
* Paper
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| Implementation |  | The trainer divides the participants into teams of two and asks them to sit back to back. Then she/he asks one team member to draw a picture showing a house in a rural landscape. Participants have 5 minutes to do so.After completing the picture, the team member describes his picture to his/her partner in detail. The second team member draws a picture according to the description. The participants present their pictures. The trainer collects feedback on the following questions:* When you compare your pictures: how similar/different are they? In your opinion, what are the reasons for this?
* What did you find difficult about the activity? What helped in the process?
* What would have helped to make the pictures look more similar?
* What does this mean for your communication in your everyday working life?
* How can you use your learnings when thinking about appropriate communication strategies for (a) providing a new employee with an orientation to a new workplace, (b) describing performance expectations to a new team member, (c) providing and receiving feedback, (d) establishing relationships with each other?
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| Notes |  | n/a |
| Source |  | Andrea Voigt |