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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 |
| Time |  | 45 – 60 minutes |
| Method |  | * Culture-unspecific * Interactive |
| Material |  | * Pen * Paper |
| 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? |
| Notes |  | n/a |
| Source |  | Andrea Voigt |