



Mimi – mind changer

Less like a colleague, more like a friend

This mind changer activity shall help interest in and reflect upon the different aspects of diversity and see also how HR managers / company owners may understand the situation in their life and work. It shall be an initiator to rethink any discrimination.

Mind changer implementation and follow-up – For VET providers

Step 01

Prepare

A small introduction about the types of professional relationships in the workplace.

Step 02

Implement

Group discussion: How is your relationship with your boss and colleagues? Is it strictly work-related or do you spend time together outside the workplace? What about colleagues from other countries?

Step 03

Develop

A guided discussion on how HR managers can ensure that migrants are integrated in the work team and not feel marginalised. What problems do migrants face?

Step 04

Follow-up

Further discussion on each problem and its solution is encouraged.

Recommendations, Tips & Hints

The participants will share their experiences from their workplace.

They can try to put themselves into the migrants' shoes and reflect on how they are treated in the workplace.

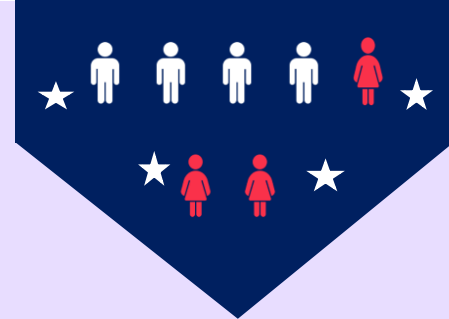
Discuss: How can this behaviour be changed?

Classroom resources

Chairs

Duration

1h (It may vary depending on the participants' engagement level)



Mimi – mind changer

Less like a colleague, more like a friend

Picture this:

It's Monday morning and you are talking to your Chinese colleague about how you spent your weekend. You suddenly remember that on Friday night, Chung never showed up for drinks as you expected. What happened? Look into the story below.



About the tool

What you can get from it is that social events and gatherings among the staff members of a company can bring them together and get to know each other. This leaves no room for any kind of discrimination and it leads to social integration.

Food for thoughts

Let's reflect – what would you do to help a migrant in your company really feel like a part of it and not just another employee?

Take notes & discuss with peers

Key words

socialising, networking, social integration, interaction, professional relationships

Further material

- [Socialising in the work place](#)
- [Managing diversity and cultural differences at workplace - how to get along with others](#)