



Mimi – mind changer

Potential lies in differences, not in similarities

This mind changer activity is designed for learners to recognise their tacit knowledge. Tacit knowledge is acquired through personal and professional experience and is usually not as easy to verbalise as explicit knowledge. With this exercise, participants learn to better understand and communicate their skills to others.

Step 01

Prepare

Prepare a sheet of paper /handout.
Learners note down what they believe they're good at, in which areas of life they have acquired skills through personal experience, etc.

Step 02

Implement

Learners are given time to reflect their tacit knowledge and write their findings down.

Step 03

Develop

Learners interview each other on their skills acquired through personal/professional experiences.

Step 04

Follow-up

Facilitate a group discussion on the importance of clearly communicating one's skills to other people. What is the benefit of doing so?

Recommendations, Tips & Hints

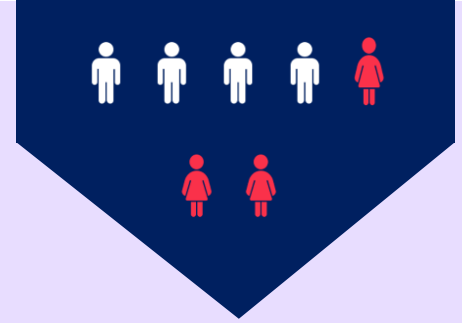
Explain the concept of tacit knowledge to your learners by sharing a personal example of yourself. Which experiences have allowed you to acquire tacit knowledge? This will support learners in better understanding the exercise.

Classroom resources

Flipchart/whiteboard
Handout
Pens

Duration

60 minutes



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Picture this:

Your organisation is recruiting personnel. Some applicants have migratory background and little evidence of their qualification or none at all. Given this situation, how can you know, if the person is suitable for the advertised position? Think about the added value they could have for your organisation, albeit they are lacking formal evidence of qualification. They probably are multilingual and inter-culturally skilled. These are valuable assets, broadening any organisation's perspectives. You could also let the applicants tell you their story and ask them about the things they believe they are good at and what benefits their hiring will have on organisational level.



About the tool

This exercise can help you keeping an open mind, when establishing a business relationship with people with migratory background.

Food for thought

What other ways of checking a person's tacit knowledge come to your mind? Take some notes.

Key words

Tacit knowledge as untapped resource.

Read this:

<https://www.starmind.ai/resources/what-is-tacit-knowledge-and-how-do-you-access-it>