



Mimi – mind changer

Blindsman`s buff?

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

Introduction: We simulate an application process. The HR manager blinds his eyes and is not allowed to look at applications beforehand.

Step 02

Implement

4 participants with different cultural/age background pretend to apply for the job and come to an interview.

Step 03

Develop

The HR-manager has to choose one participant by his/her qualifications to the job. He has to explain his choice.

Step 04

Follow-up

The group can reflect afterwards to discuss if they would have taken the same choice if they could have see the candidates.

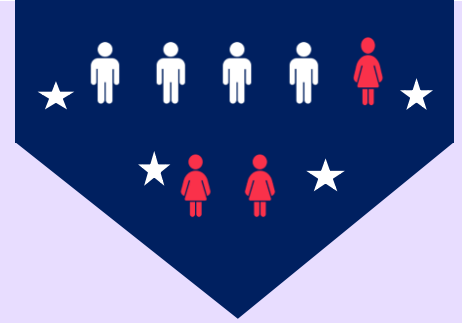
Recommendations, Tips & Hints

Classroom resources

This activity is not bound to specific room facility

Duration

30-60 Minutes

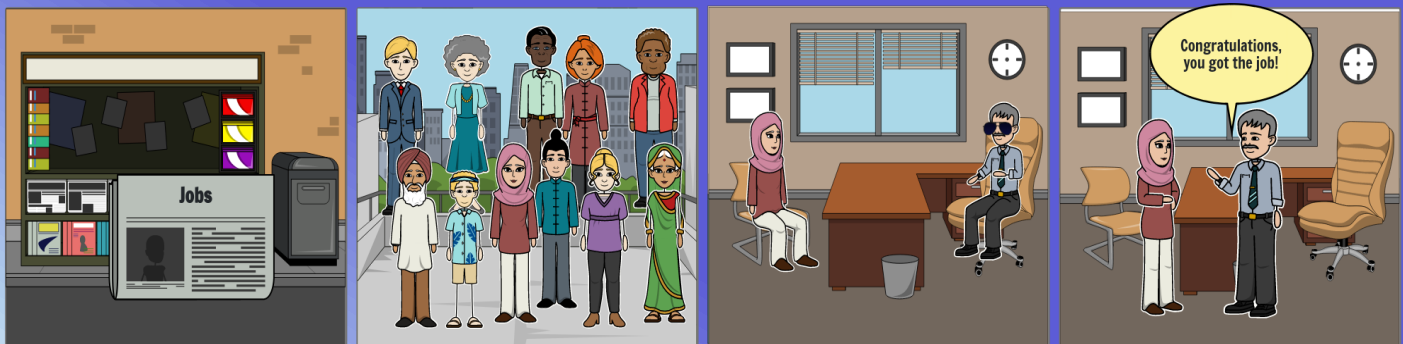


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Picture this:

Your company has posted a job posting and 50 candidates have applied. The entire application process takes place anonymously in your company. 10 candidates have been invited to the job interview, all of whom have equally good qualifications. You are the head of personnel and you challenge yourself by blindfolding yourself during the interview so that you are not influenced by external appearances.



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About the tool

As a HR manager you know all about hiring and creating a team. You know that everyone is prejudiced. But you also know that this can be overcome, and that studies show that diverse teams are more creative, more effective and more profitable

Key words

Diversity, equality

Food for thought:

“Studies have shown that discrimination (whether unconscious or otherwise) can be a particular problem during the pre-selection process. Anonymous applications offer a way of circumventing that discrimination.”

Read this:

<https://www.debatingeurope.eu/2020/03/02/show-id-job-applications-be-anonymous-to-reduce-bias/#.YtVS-bbP23A>