



## Mimi – mind changer

# Common Values

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: There is a lot of discussion about the differences between cultures, but as a good HR manager you will find common values. Start with the lowest common denominator and build on it.

### Step 02

#### Implement

The lowest common denominator can be, for example, the fact that everyone wants to work in the same company. This is cross-cultural, so to speak. Here you can set up a working group and ask your employees why they want to work in your company.

### Step 03

#### Develop

With the working group they can work out a list of the similarities. Positive cognition. People are more sympathetic to each other when they recognize similarities in the other. An aid to creating the list can, for example, be the hint that in all cultures the negation is symbolized by turning the head away. Disgust is also a feeling that occurs in all cultures. You can approach each other in a humorous dialogue.

### Step 04

#### Follow-up

This activity can be done in any department of your company – wherever you have a heterogenous team.

### Recommendations, Tips & Hints

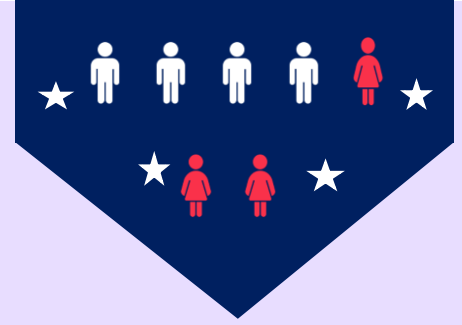
Universalien: Die Gemeinsamkeiten der Kulturen [https://www.zeit.de/wissen/2009-10/universalien?utm\\_referrer=https%3A%2F%2Fwww.bing.com%2FNLINE](https://www.zeit.de/wissen/2009-10/universalien?utm_referrer=https%3A%2F%2Fwww.bing.com%2FNLINE)

### Classroom resources

This activity is not bound to specific room facility

### Duration

30-60 Minutes



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Picture this:



### About the tool

This activity is intended to strengthen an international/diverse/heterogeneous team in pointing out their common values.

### Key words

Common values, Diversity, equality,

### Food for thought:

What do you think has every culture in common?