



Mimi – mind changer

What is important?

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: As an HR manager, you have to take the concerns of all employees seriously. As the saying goes? "Choose your battles". It is crucial to distinguish between real cultural conflicts and the less important ones.

Step 02

Implement

You are preparing a general awareness exercise. The internet offers 1000's of them. You can f.ex. choose the activity "sharing silence" from the Courage-project (see hint-box)

Step 03

Develop

Awareness exercises lead you to concentrate on the essentials. Those who get involved will probably be less bothered from "being different" of a colleague in the future.

Step 04

Follow-up

Awareness exercises can be repeated regularly. They promote the creativity and focus of a team.

Recommendations, Tips & Hints

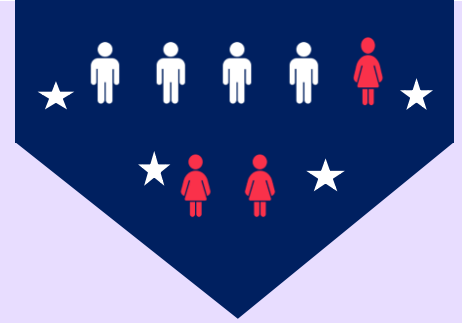
www.courage-skills.eu

Classroom resources

This activity is not bound to specific room facility

Duration

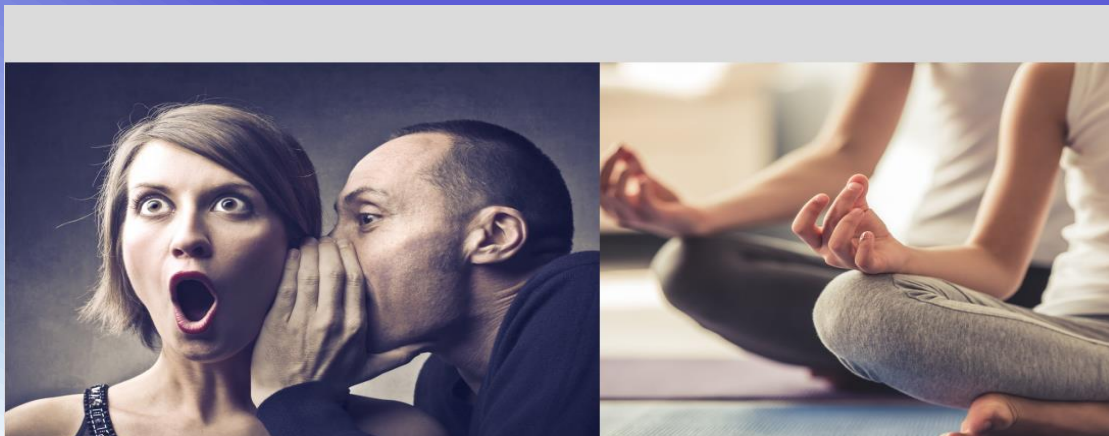
30-60 Minutes



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What is important?

Picture this: Everyone has prejudices. These are innate - in order to protect yourself against strangers. But an excessive focus on the “different” new colleague can quickly lead to conflicts. As an HR manager, you have to take the concerns of all employees seriously. As the saying goes? "Choose your battles". It is crucial to distinguish between real cultural conflicts and the less important ones. What a person eats for lunch is not important. A different understanding of time, on the other hand, can lead to production deficiencies.



About the tool

This activity aims to make one aware of what is really important. It should help to direct the focus on teamwork and creativity and not to be distracted by trivialities (exaggerated stereotypes).

Key words

Awareness, focus, diversity, equality,

Food for thought:

Do you have focus on the real challenges or do you get taken away by all the small “battels”?