



# Breaking the Ceiling

## Empathy

## Collaborative Activity

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| <b>Title</b>                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
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| <b>"Building Empathy Brick by Brick: LEGO® SERIOUS PLAY® for Workplace Understanding"</b> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Objective</b>                                                                          | The workshop utilizes the LEGO® SERIOUS PLAY® methodology to explore and enhance empathy in the workplace, specifically focusing on interactions with female colleagues. Participants will engage in hands-on activities using LEGO® bricks to delve into empathetic understanding, perspective-taking, and collaborative problem-solving.                                                                                                                                                                                                                                                                                                                             |
| <b>Duration</b>                                                                           | Half-Day Workshop - 4 Hours or less                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
| <b>Materials Needed</b>                                                                   | <ul style="list-style-type: none"> <li>– LEGO® bricks and sets</li> <li>– Whiteboard/Flip chart and markers</li> <li>– Pens, papers, and sticky notes</li> <li>– Scenario cards or case studies</li> <li>– Presentation tools (slides, projector if necessary)</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                              |
| <b>Instructions</b>                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Introduction (5 minutes)</b>                                                           | Welcome the participants and explain the purpose of the collaborative activity, give a brief overview of the topic) <ul style="list-style-type: none"> <li>– Overview of the LEGO® SERIOUS PLAY® methodology and its application in workplace learning</li> <li>– Ice-breaking activity using LEGO® bricks to familiarize participants with the hands-on approach.</li> </ul>                                                                                                                                                                                                                                                                                          |
| <b>Group Formation (10 minutes)</b>                                                       | <ul style="list-style-type: none"> <li>– Divide participants into small groups, allocating 4-5 members per group.</li> <li>– Encourage diverse groupings to foster a wide array of perspectives and ideas among the teams.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Activity Phase (30 minutes)</b>                                                        |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Task Description</b>                                                                   | <ul style="list-style-type: none"> <li>– Guided activity: Participants build LEGO® models representing their interpretations of empathy in the workplace</li> <li>– Share and discuss: Each participant explains their model, fostering dialogue on various perspectives and interpretations of empathy</li> </ul>                                                                                                                                                                                                                                                                                                                                                     |
| <b>Guidelines</b>                                                                         | Encourage active participation from all group members, promote discussions, brainstorming, and idea sharing within the groups, each group should appoint a facilitator and a note-taker.                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <b>Possible Activities</b>                                                                | <ul style="list-style-type: none"> <li>– Scenario-based LEGO® building: Small groups receive scenarios involving interactions with female colleagues and build representations using LEGO® bricks</li> <li>– Group discussions: Participants explain their builds, facilitating conversations on empathetic responses to workplace scenarios</li> <li>– Guided exercise: Collaborative LEGO® build where teams work together to create a representation of an empathetic workplace environment.</li> <li>– Reflection: Participants share insights gained from the collaborative build and how it relates to fostering empathy in real-life work situations</li> </ul> |
| <b>Inter-Group Sharing (15 minutes)</b>                                                   | <ul style="list-style-type: none"> <li>– Allocate time for each group to present their LEGO® builds and proposed solutions or outcomes.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

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|                                                  | <ul style="list-style-type: none"><li>– Encourage questions and discussions from other groups after each presentation to facilitate cross-group engagement.</li></ul>                                                                                                                                                                                                                   |
| <b>Reflection and Discussion</b><br>(15 minutes) | <ul style="list-style-type: none"><li>– Facilitate a group discussion focusing on the collaborative process and the insights gained regarding empathy in workplace interactions.</li><li>– Encourage reflection on challenges faced during the activity and how they were overcome.</li><li>– Relate the exercise to practical applications in real-life workplace scenarios.</li></ul> |
| <b>Conclusion</b><br>(5 minutes)                 | <ul style="list-style-type: none"><li>– Summarize the key takeaways from the activity centered around empathy in the workplace using the LEGO® SERIOUS PLAY® method.</li><li>– Conclude by expressing gratitude for participants' involvement and suggest additional resources for further learning, if relevant.</li></ul>                                                             |
| <b>Assessment Criteria</b>                       | Evaluation of participants based on their demonstration of creativity in LEGO® builds, collaboration within groups, problem-solving abilities exhibited, quality of presentations, and the depth of insights shared during the reflection and discussion phase.                                                                                                                         |
| <b>Source</b>                                    | <a href="https://www.empathy-learning.eu/wp-content/uploads/2020/02/Empathy-Companion.pdf">https://www.empathy-learning.eu/wp-content/uploads/2020/02/Empathy-Companion.pdf</a>                                                                                                                                                                                                         |