



Breaking the Ceiling

Flexibility

Collaborative Activity

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Title	
"Flexing Minds"	
Objective	To understand and practice emotional and cognitive flexibility in real-life scenarios to enhance problem-solving and adaptability.
Duration	1 hour
Materials Needed	<ul style="list-style-type: none"> – Paper – Pens – Whiteboard or flip chart
Instructions	
Introduction (5 minutes)	Our goal is to explore emotional and cognitive flexibility in problem-solving scenarios. In the next few minutes, we will delve into the realms of emotional and cognitive flexibility in problem-solving contexts. We aim to uncover the intricacies of these crucial attributes and observe how they shape our responses in challenging situations. Together, we will navigate scenarios, share perspectives, and unravel the significance of adaptability in addressing real-life challenges. Let's get started!
Group Formation (10 minutes)	Split participants into groups of 4-5 members each, ensuring diversity to encourage varied perspectives and ideas.
Activity Phase (30 minutes)	
Task Description	<p>Throughout the day, we use our cognitive flexibility in numerous ways, from the moment we wake up until we go to bed. Imagine that you had a set plan or routine in place, but an unexpected situation arose and disrupted it. However, you were able to use your cognitive flexibility to simultaneously generate multiple options using the same capabilities you use when making a decision - experience, expectations, motivation, knowledge, and emotions.</p> <p>Please discuss and analyse the two given scenarios (Scenario 1 and Scenario 2) with your group. Identify the role of emotional and cognitive flexibility in resolving the challenges presented:</p>
Scenario 1	If a coworker suddenly stops talking to us, mental flexibility would help us understand the reasons. It allows us to realise that perhaps our information is not correct, that they have a different point of view, and enables us to put ourselves in their shoes and think about why they might have stopped talking to us. Furthermore, it will also give us the ability to find ways to solve the problem.
Scenario 2	If every day you choose the same route to go to work, but one day it's raining heavily, everyone has decided to take the car, and you encounter a significant traffic jam, what do you do? You could take the subway, leave home earlier, or take another route where you might not encounter traffic.
Guidelines	<ul style="list-style-type: none"> – Appoint a facilitator and a note-taker within each group. – Encourage active participation from all group members. – Facilitate discussions, brainstorming, and idea-sharing within the groups.
Possible Activities	During the activity phase, engage in interactive discussions aimed at problem-solving strategies and in-depth analysis of the scenarios provided. Your group's focus will be on unveiling emotional and cognitive flexibility through the selection of the best solutions tailored to foster innovative thinking and adaptable approaches.

<p>Inter-Group Sharing (15 minutes)</p>	<p>Each group presents their solutions or results on a whiteboard for each scenario. The trainer encourages questions and discussions from all groups and facilitates a short Q&A session after each presentation. Below are some questions that might be helpful following each presentation:</p> <ol style="list-style-type: none"> 1. How did your group arrive at these specific solutions? 2. What considerations of emotional and cognitive flexibility guided your approach to resolving the scenario? 3. Were there any alternatives that you considered and dismissed? Why? 4. How do you believe these solutions could be applied in similar situations in a real workplace setting? 5. What obstacles or challenges did you face when developing these solutions, and how did you address them? 6. What key learnings or reflections have emerged for your group after working on this exercise?
<p>Reflection and Discussion (15 minutes)</p>	<ul style="list-style-type: none"> – Ask participants to reflect on their learnings and share insights. – Discuss challenges faced during the activity and how they were overcome. – Relate the scenarios to real-life applications.
<p>Conclusion (5 minutes)</p>	<p>This exercise highlights the vital role of emotional and cognitive flexibility in problem-solving and adaptability. Through engaging discussions and analysis of scenarios, we have seen how these attributes empower us to navigate unforeseen challenges, foster innovative thinking, and embrace diverse perspectives.</p>
<p>Assessment Criteria</p>	<p>Participants will be assessed based on their ability to:</p> <ul style="list-style-type: none"> – Demonstrate understanding of emotional and cognitive flexibility. – Contribute actively to group discussions and problem-solving. – Present innovative and adaptable solutions. – Reflect on the application of flexibility in real-life scenarios.