

Training Programme

Exploring the different dimensions and definitions of diversity

Day (2)

3 Let's create a Lego-duck

Activity

20 min

Useful for:

Quickly reinforcing the inherent diversity within everyone

Resources needed:

Identical packs of six Lego bricks designed to build a duck – one for each participant (we used the LEGO EDUCATION pack Item Nr.2000416), a timer/mobile phone to stop the time

Room layout:

One table, and chairs arranged in a circle with one chair for every participant.

What Happens?

The facilitator asks each person to open their pack of six Lego bricks and lay them out in front of them but without playing with them. The instructor then says that in a moment he or she will ask to create a particular object with the six bricks and they will have 45 secs to complete the task. The facilitator then says: 'Make a duck'. After 45 seconds he or she tells everyone to stop and bring their creations up to the table and lay them out next to each other. Participants are asked what they notice. Usually what happens is that no two creations are the same.

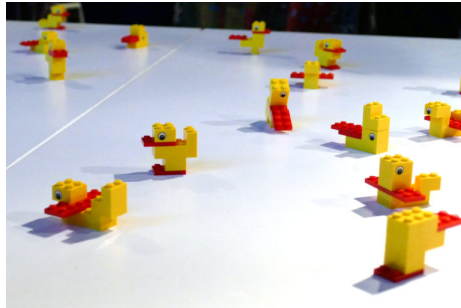
In the reflection participants are asked to consider what this tells us about people and how they express themselves.

Notes for facilitators

Let the conversation flow informally as participants consider why this happens. We have done the exercise repeatedly, with groups as big as 50, and have never found to ducks the same. Participants are usually astonished at the outcome, but it takes some time for the full implications to sink in.

»Of all the exercises we did in this training the Lego ducks will never leave my memory again. Not only was it fun to do, it also is an astonishingly simple, yet very creative exercise that really shows one of the key components of cultural diversity: even though the Lego elements are the same for everybody (the same 6 bricks) and the objective identical (to make a duck in 45 seconds) the outcomes were every time completely different for each of us. Endless variation!«

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Created by the German Federation for Arts Education and Cultural Learning (BKJ) and the international foundation Creativity, Culture and Education (CCE) together with numerous European partners. Funded by Stiftung Mercator and supported by the European Union within the scope of the Erasmus+ Youth in Action Programme.

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