

# Mosaic Diversity Activity

An activity that deals with unconscious bias, diversity and filtered realities



Mosaic Diversity is an excellent training activity that helps people truly understand that others can have different perspectives and insights based on viewing the same situation and helps them build strategies to cope with this realisation.

Participants are provided with Viewpoint eyewear (like 3D Glasses) to view a mosaic pattern image that they must exactly reproduce using the tiles provided. The eyewear encodes two different patterns for the viewer—simulating different perceptions, interpretations and points of view for the viewer. Participants will not initially be aware of the existence of the two available patterns.

Mosaic is a simple but effective activity for both small learning groups and teams and larger conference learning activities (using multiple sets). The effects of perception on action, the effectiveness of teams based on individual viewpoints, the role of leadership, and many other learning areas can be explored in this highly memorable and visual activity.

A single Mosaic activity is suitable for up to four teams of up to 5 participants each, working indoors on tables using simple mosaic tile materials and '3D' style Viewpoint eyewear. The activity comes with all the required materials in a backpack (47cm x 30cm x 14cm) weighing just 2.5kgs.

Imagine a team of people in an unfamiliar environment, tasked with getting to a specific important destination. Each individual has a different idea based on the same map of the unfamiliar territory and each is insisting on the validity of his or her view, implying in essence, that his or her interpretation is the "correct" one. Most will recognise the similarity of this scenario to business environments, where teams—composed of external and internal customers—are charged with reaching desired destinations or outcomes, knowing that individual people have varying perceptions or points of view. Mosaic simulates this business dilemma/scenario perfectly.

## Learning Objectives

Individuals will explore the nature of assumptions and biases and their limiting effect through working on this practical team challenge. It can be used to ask individuals to explore strategies for challenging their own thinking processes, and also to consider sensitive and positive ways of doing this in group situations.

- Recognise individual points of view and explore diversity of thought and insight
- Explore principles of effective team working
- Develop creative and critical thinking skills
- Challenge deeply held assumptions and consider the effect of changing these
- Explore how to challenge others in sensitive and positive ways



To add MOSAIC to your resource library:

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