Blocked Perspective
TEAM-BUILDING INITIATIVE ABOUT COMMUNICATING DIFFERENT POINTS OF VIEW
General Directions

GENERAL SET UP/PREP:
1. Clear a large open floor space or long table. Note: For some variations a smaller space will work.
2. Decide on a variation that is right for the group; consider age, group size, and challenge level. See the Quick Guide and Variations for making the best choice.
3. Gather blocks and photos using the Quick Guide.

ACTIVITY:
ACCURATELY RE-CREATE THE BLOCK STRUCTURE DEPICTED IN THE PHOTOGRAPHS WHILE FOLLOWING THE RULES OF THE ACTIVITY.

PARTICIPANT ROLES:
Photographers hold photos and communicate with Builders about the structure.
Builders arrange blocks using information from the Photographers. For larger groups with several Builders, assign Builders to specific colors: yellow, green, red, blue and natural blocks.

RULES:
PHOTOGRAPHERS may not share/show their photograph to ANYONE, not to other Photographers nor to any Builders. Photographers may describe their photo to ANYONE.
PHOTOGRAPHERS may not touch the blocks.
BUILDERS may move the blocks. If assigned to a specific color, they may only move or touch blocks of that color.
<table>
<thead>
<tr>
<th>Group Size</th>
<th>Difficulty</th>
<th>Set Name</th>
<th>Photos In Set</th>
<th>Suggested Number of Builders</th>
</tr>
</thead>
<tbody>
<tr>
<td>6 - 8</td>
<td>EASY</td>
<td>OBSERVATORY</td>
<td>11 - 16</td>
<td>2</td>
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<tr>
<td>10 - 12</td>
<td>MODERATE</td>
<td>CASTLE</td>
<td>4 - 10</td>
<td>5</td>
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<tr>
<td>10 - 12</td>
<td>MODERATE</td>
<td>LIBRARY</td>
<td>17 - 23</td>
<td>5</td>
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<tr>
<td>5 - 19</td>
<td>MORE DIFFICULT</td>
<td>LIBRARY &amp; OBSERVATORY</td>
<td>11 - 24</td>
<td>5</td>
</tr>
<tr>
<td>5 - 19</td>
<td>MORE DIFFICULT</td>
<td>CASTLE &amp; OBSERVATORY</td>
<td>3 - 16</td>
<td>5</td>
</tr>
<tr>
<td>1 - 24</td>
<td>MORE DIFFICULT</td>
<td>CASTLE &amp; LIBRARY</td>
<td>4 - 10 &amp; 17 - 23</td>
<td>5 - 10</td>
</tr>
<tr>
<td>30</td>
<td>MOST DIFFICULT</td>
<td>CASTLE, LIBRARY &amp; OBSERVATORY</td>
<td>1 - 25</td>
<td>5</td>
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Framing & Reflection

**Framing**

Framing is all about how the facilitator sets up the activity in terms of clearly stating what they want people to learn. Framing the activity beforehand ensures participants understand why they are doing the activity. This will set the reflection up for success later. In the case of Blocked Perspective, the focus choice of frame is the vast opportunity to explore the complexity of working collaboratively when everyone seems to have a different perspective; from the workplace to the classroom. Be sure that your introduction, beyond the rules of the activity, makes this and the following clear:

1. We are all working on the same building project with a common goal of replicating what’s represented in the photos. Each photo represents a single unique perspective or point of view.

2. Consider how the perspectives of others will help you better understand your own viewpoint.

**Reflection**

Considering the right questions for a debrief, well... there's a lot to consider. Factors like success play a role. For example, are you processing a successful or unsuccessful activity? Was there harmony or stress? Conflict? These are the things a seasoned facilitator considers when choosing the questions. In fact, there are so many variables that often it’s left to the facilitator to make real time decisions. However, in an attempt to give generalization, the following questions serve as suggested flow and/or potential jumping off point for creating conversation:

1. What happened? Describe the process in terms of what worked and what didn’t work? Did the process evolve over time? What was most challenging?

2. Were there “Ah Ha!” moments when suddenly you came to a new realization? Did your perspective become more clear over time and what contributed to that change? How did other people's perspectives affect yours?

3. What does this teach us? Is understanding the perspective of others as important as understanding your own? Is there a relationship that exists between the two?

4. How can this help us beyond building blocks? How do we manage varying perspectives?
Variations

LIGHT BUILDING
Looking for a more difficult challenge for a smaller group? Use the Observatory Set and pretend to be building in the darkness of night by blinding the builders.

PHOTO SHARING
Some groups there may be a need to add an extra player or two. In this case, try giving one photo to a pair to share. Seems simple but this variation may benefit groups in other ways. For example, it may lower or raise the challenge level. Sometimes you need to make tweaks, so be adaptive.

THE INDEPENDENT CASTLE & LIBRARY
Though the Castle and Library can be built by a large group of up to 24, they are equally challenging builds allowing the facilitator the option to separate a large group into two smaller independent teams. After dividing the group, give one group photos 4-10 for the Castle and the other 17-23 for the Library. Place the blocks in a pile between the two working teams and let them determine which blocks they need.

THE CO-DEPENDENT CASTLE & LIBRARY
Similarly to the description above, divide the larger group into two smaller teams. Except this time the two independent groups begin the activity assuming they are not connected to the each other. Prise! In this variation the two groups do not work from a shared block pile. Instead, before the group arrives, randomly divide the blocks into two piles. In addition, place the two arch blocks in one pile and the two cylinder blocks in the other. This will help ensure the two groups will eventually need to interact and trade blocks.

WHAT?
This variation is an add-on to The Independent Castle & Library variation described above. Before handing out the cards, swap one card with another from the two photo sets. This will mean that one participant in each group will hold a photo that is not of the structure their team is trying to build. How will it play out?