

# Blocked Perspective

TEAM-BUILDING INITIATIVE ABOUT COMMUNICATING DIFFERENT POINTS OF VIEW



AMES  
COMMUNICATION  
PERSPECTIVE  
LEADERSHIP & MORE

TOP GROUPS OF 6-20

# General Directions

## OBJECTIVE:

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

## 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*.

## 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.

# Quick Guide

<b>Group Size</b>	<b>Difficulty</b>	<b>Set Name</b>	<b>Photos In Set</b>	<b>Suggested Number of Builders</b>
5 - 8	EASY	OBSERVATORY	11 - 16	2
10 - 12	MODERATE	CASTLE	4 - 10	5
10 - 12	MODERATE	LIBRARY	17 - 23	5
5 - 19	MORE DIFFICULT	LIBRARY & OBSERVATORY	11 - 24	5
5 - 19	MORE DIFFICULT	CASTLE & OBSERVATORY	3 - 16	5
10 - 24	MORE DIFFICULT	CASTLE & LIBRARY	4 - 10 & 17 - 23	5 - 10
30	MOST DIFFICULT	CASTLE, LIBRARY & OBSERVATORY	1 - 25	5

# 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 helps participants understand why they are doing the activity. This will set the reflection up for success later. In the case of Blocked Perspective, the facilitator's 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

When 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 right 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 general direction, 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

## BLIND 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

In 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 creative.

## THE INDEPENDENT CASTLE & LIBRARY

Although the Castle and Library can be built by a large group of up to 24, they are equally challenging to build 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. Surprise! 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?

