

# Duplicating Product from Blueprint

## Objectives

- To illustrate group problem-solving skills and offer opportunities for groups to practice effective communication and problem solving
- To provide a group with a challenging problem to solve that supports cooperation, dealing with different perspectives of the same vision
- To experience EQ elements, Type preferences, conflict or motivational styles, and reversals in action when used in conjunction with the corresponding organization development instruments

## Trainer Instructions

**Note:** This exercise is best done with a group at the latter portion of a half day or full day program of experiential activities. The focus here is on communication and handling difference in perspectives when a team has a vision they are trying to actualize. This can catalyze or magnify the performing phase of the group development model.

1. Explain to the group that this activity involves blindfolds that will be worn for the duration of the activity. If there are any issues with that, they may choose to be silent observers and help with debrief; otherwise, each individual will be given a blindfold.
2. The trainer needs to provide a drawing of the silhouette and allow the group to study and discuss it for ten minutes (5 to make it more challenging). For a less difficult exercise, the trainer may also choose to provide them with the actual Tangram or puzzle pieces and allow them to handle them and work out a solution. They must give the pieces back to the trainer.
3. After 10minutes, the trainer instructs the group:

As your customer, I would like you, as a team, to replicate a version of our latest product according to the blueprint (silhouette provided). Now that you have detailed knowledge of the finished version, here are the replication materials (put the Tangram pieces in front of them). Unfortunately, the actual replication process has to be conducted in a dark room in order to prevent damage to the integrity of the chemical and structural composition of the product, so put on these blindfolds. You have 30 minutes to construct the product and you must remain blindfolded for the duration of the exercise. Any questions? GO!

4. Facilitator may request updates from the group and negotiate with them if they need extra time to plan or revisit their plan.

## Category

Group Problem Solving

Post Introduction to Type, post introduction to EQ-i Feedback, SDI or introduction to other organization development psychometric assessment instrument

## Exercise Stage

Basic stand alone, as part of a half day to a full day of experiential activities

Post-intro to an organization development instrument

## Number of Participants

Minimum: 5-15 (possible for a small group to engage with this content but the benefits of group-level interaction are missing)

Ideal: 10-12

## Time Required

Minimum: 30 minutes  
Maximum: 45 minutes

## Materials Needed

- One 7 piece Tangram (or suitable other puzzle)
- One blueprint-like drawing of a classic silhouette of the Tangram (e.g. square, cat, horse, rider, bird...etc.. Such diagrams are normally included in the Tangram puzzle box)
- Blindfolds for everyone



### Processing Questions Specific to This Activity

- What worked well – what are best practices – in getting the task completed?
- Was there any confusion in communication?
- What does that remind us of, if we put it in work context?
- Did anyone micromanage?

### Debriefing Instructions

1. Ask the processing questions above throughout the exercise or at the end, after they complete the task.
2. Ask the group if everyone's ideas were heard.
3. Ask how welcoming the group was to new ideas.
4. If there is more than one group involved, ask them if they cooperated or competed in coming up with a design
5. An interesting aspect of this exercise is how people will see different content in the same blueprint and will focus on different aspects of the product. This is a great opportunity to discuss these different perspectives and ways to get to the final vision or product.
6. Discuss how people dealt with these differences and whether they were willing to compromise or collaborate in some small way. Or, was it easier for them to avoid, accommodate, or even compete for ideas and airtime.

### Debriefing Instructions If Activity is Used After MBTI Introduction

**Note:** This is a great activity to see how Extraverts and Introverts manage issues around communication as well as how J and P issues surface around planning. This activity can highlight other issues around the Data Gathering Function and around the Decision Making Function.

1. Was everyone heard?
2. Was there enough airtime management?
3. Was there a plan?
4. Were people more task-focused or people-focused? Was there balance?

### Debriefing Instruction If Activity is Used After EQ-i Introduction

**Note:** This is a great activity to see how behaviors associated with many EQ elements manifest. Most commonly encountered behaviors associated with EQ elements on this activity are: Emotional Self Awareness, Emotional Expression, Assertiveness, Independence, Empathy, Problem Solving, Social Responsibility,



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Impulse Control and Flexibility. The list of questions to ask around EQ elements are numerous, but some common ones are:

1. Did anyone feel frustrated at some point?
2. Were you able to identify the feelings experienced and what was causing them?
3. How did you express or deal with that?
4. Did anyone dominate the conversation or speak incessantly?
5. Was anyone inhibited from voicing their opinion about how you should solve this problem?
6. How assertive were you?
7. Did people think of new ideas that had not been brought up before? Did they voice that?
8. How did your emotions, as you experienced them, help or get in the way of working together on solving the challenging environment of varying opinions and perspectives?
9. How flexible were you in adopting an idea and changing your views/emotions about it?
10. Were you able to approach the changing directions with an open mind or were you stuck on the “old way of doing things?”