

Pigeonhole¹

Author	Erika Lüthi, based on an idea from the training and method book, Working Group Intercultural Learning
Diversity competencies to develop	Ambiguity tolerance
Significance of the exercise	This exercise is about recognizing one's own attributions and experiencing what it is like to receive attributions in a team or group setting.
Targets	<ul style="list-style-type: none"> To recognize own attributions and labels How to deal with received attributions
Time needed	10 - 20 minutes
Participants	12~ people
Spatial requirements	Sufficiently large room
Preparation, tools	Selecting the groups relevant in this course (seminar, tutorial, etc.).
Special notes	Selection criteria are to be mentioned, each of which concerns 2 groupings of the course
Exercise description	<p><i>Step 1:</i> The students stand in the room. A selection criterion is given. Examples:</p> <ul style="list-style-type: none"> Smokers / Non-smokers Vegetarians / non-vegetarians From the city / From the country Athletes / non-athletes Package travelers / Individual travelers Car drivers / Train riders ... <p><i>Step 2:</i> Students divide into 2 groups according to their choice of difference.</p> <p><i>Step 3:</i> One of these groups spontaneously begins to name everything that comes to mind about the other group. If there are no more ideas, the roles are switched.</p>
Evaluation questions	<ul style="list-style-type: none"> How did I feel about labeling others? How did I feel about receiving attributions? Which ones affected me, which ones could I accept well? What was it like to be on a side alone or with others? What attributions are we making throughout the group? What is the significance of these attributions in the course and how do I / we deal with them?
Variant	The students choose the groupings themselves.

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¹ From: Lüthi/ Oberpriller/ Loose/ Orths: *Teamentwicklung mit Diversity Management. Methoden-Übungen und Tools*, Bern 2013, p. 151.