



Audience & Duration

This lively mini-workshop is suitable to any group of more than 15 and up to about 50-60 individuals. The only requirements are an open mind and a large room, where participants may seat in groups of no more than 6-8 per table. Two versions are available: The workshop lasts **4 hours** when both personality and culture are discussed, and **2 hours** when only one dimension is included.

Rationale

As America becomes increasingly diverse and multicultural, professionals are faced with diversity-related challenges everyday. Many of us must productively work with people who are different from us in multiple ways—and these differences may cause conflict or confusion. This positive, interactive, and engaging workshop focuses on two key diversity dimensions: culture and personality. Participants will assess their own personalities, discuss the impact of personality in the workplace, and experience first-hand—through a lively simulation called “BARNGA”—the frustrations inherent to intercultural relations. In order to function productively as members of a team, however, people must go beyond differences and find common ground. A key lesson in this workshop, therefore, is the importance of *Conversity®* - the intentional search for commonalities and connections.

Summary and Objectives (4 hour program)

At the end of the presentation, participants will be able to:

- Define diversity and list its key dimensions
- Describe culture as a set of unwritten rules impacting communications and negotiations
- Assess their own personalities
- Explain how personalities impact team relations
- Explain the “Conversity®” approach—the intentional search for commonalities



This program is available for licensing!
Contact us for details.

Workshop Tools & Simulations

The cultural discussions will be introduced by a lively simulation called **BARNGA**. Developed by renowned interculturalist Silvasailam Thiagarajam (Thiagi), **BARNGA** is a card tournament designed to help players understand the frustrations of intercultural encounters. The game rules promote plenty of laughter and confusion—the whole experience is lively, memorable, and insightful.



The personality portion of this program includes the completion of the short form of a Big Five assessment. The Big Five is a powerful model currently preferred by most academic researchers in the field of personality. Participants will assess their preferences along 5 personality continuui:

- Need for Stability—tolerance for stress
- Extraversion—sociability, gregariousness
- Originality—interest in innovation and change
- Accommodation—service orientation, interest in harmony
- Consolidation—focus, perfectionism, organization

Do you need a longer or shorter program? No problem! Contact us for information on our development and customization services.