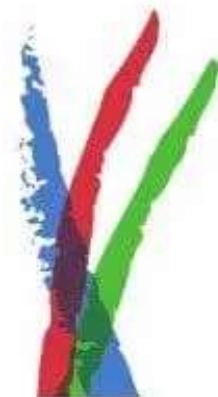




Human Factors AS

Diversity Icebreaker[®]



Makes people reflect, ask, listen and talk



Multicultural Management

Diversity Icebreaker

Multifunctional tool based on a questionnaire whose results identify styles associated with three colors:



Strong focus on relationships, personal commitment and a social perspective



Focus on structure and task through a logical perspective



Focus on change, vision and ideas

Everyone can identify with the preferences, regardless of profession, culture, nationality, gender or age

Uses & Applications

□ Applications :

- To build a common understanding of one's own and others' perspectives & experiences
- A unique concept to identify & develop communication styles and processes
- It's fast, fun, very dynamic and unifies concepts
- Different from other conventional tools
- A bottom-up construction process

□ Used for:

- Diversity Management
- Training in effective communication & conflict resolution
- Teamwork, projects, innovation & leadership
- Kickoffs
- Intercultural Training (Expatriates, Repatriates, Global Leaders, Multicultural Work Teams)
- Self-knowledge & personal development
- Mergers and Acquisitions

Example Report Graph



Example Report Exercises

Exercise 1: Said About Colours During the Workshop

Based upon your experiences with the questionnaire and the seminar write your ideas about:

*What characterizes people of a Blue disposition?
What do these people prefer team interaction to be like?*

This is my / our opinion on

This is others' opinion on

*What characterizes people of a Green disposition?
What do these people prefer team interaction to be like?*

This is my / our opinion on

This is others' opinion on

Exercise 2: Facts about Myself

When filling out a questionnaire, like the Diversity Icebreaker, it is important to have a critical approach. The following questions are helpful in determining the quality of the test result:

1. Does my result concur with my experience in this team?

2. In which context, outside the team, does it concur with my actual behaviour?

Exercise 4: My Self-Insight

1. What are your talents?

2. How are they realized in your present job?

3. What are you passionate about?

Exercise 3: My Roles

1. What kind of role is most difficult for you to take on?

2. In which situations is it easiest for you to take such a role?