

# Colourblind

Colourblind is a practical exercise in verbal communication which demonstrates effectively the enormous and fascinating variety of strategies which individuals use to make sense of their worlds. It explores how perceptions are presented, how meaning comes to be shared between individuals and groups and how organisational strategies are developed to account for the wide range of individual thinking and learning styles.

This is a group exercise that neatly replicates the periodic confusion and loss of vision often experienced in our workplaces.

Solutions are achieved only via co-operative information and ideas sharing, and a respect for the equal importance each member plays.

This is a challenging, entertaining and innovative exercise, portable enough to be carried in a briefcase, simple to set up in the smallest or most formal of training environments and with an enormous variety of applications.

The Colourblind set comprises 30 coloured plastic shapes and 12 eye masks for participants to be blindfolded.

## How It Works

The trainer removes 2 of the coloured plastic shapes and the remainder are spread out in front of the participants.

The objective of the exercise is for the group to establish the shape and colour of the missing pieces.

Participants may not exchange or pass the pieces between group members

The question, "What colour is this?" will be answered, correctly, as many times as it is asked. No other questions will be answered.

Colourblind is used Internationally by trainers, consultants and teachers, who have realised its potential to:

- produce cost and time effective results
- generate a high level of focussed debate
- give access to learning about a broad range of organisational issues
- engage individuals in their continuing development
- add a dynamic and creative dimension to any training repertoire.

Colourblind is making a major contribution to training and development programmes within organisations as diverse as Mercury Communications Ltd., Cheshire County Council, Dana Corporation (USA), University of Salford, Royal Mail and the BBC.



## **Benefits of Colourblind:**

- Acts as an ice breaker between groups and leads to greater understanding between group members
- Focuses upon individuals' understanding of their communication style and listening skills, and in particular develops the use of appropriate language
- Creates a territory in which the group must devise a strategy for progress
- Encourages participants to understand the importance of creating interdependencies
- Highlights the need for both effective team and individual skills
- Sets guidelines for giving and receiving effective feedback
- A fast route to powerful and transferable learning
- Attractive, absorbing and challenging
- Versatile enough to meet a wide range of learning objectives
- Appropriate to any group with a shared language
- Easily integrated into any training situation.
- Portable and simple to set up and administer
- Ready to use and needing no additional equipment or facilities
- Supplied with clear instructions and review suggestions

**Duration:** 15 to 40 minutes depending on the group

**Numbers:** 4 to 15 delegates (for each training activity) but most versatile with groups of 6 - 10 plus observers

**Cost to buy** (including a trainer's manual) to facilitate it yourself: £299 + VAT and delivery.

**Cost to buy both Colourblind I & II:** £590 + VAT and delivery.

We will also run this business game for you, please contact us for more information.

**For further information please contact:**

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