

ACTIVITY: Five Moments

Purpose

The purpose of this activity is to:

- Encourage participants to share five moments that helped shape who they are today.
- Allow team members to gain insight into what makes their colleague "tick"

ESTIMATED TIME

20 minutes

Background

Lack of diversity and inclusion in the workplace can cause tension between employees and employers and decrease team productivity and employee engagement. This activity can be an effective way to start the conversation on diversity and inclusion and build healthy relationships within your work environment.

MATERIALS

Required:

- A. Paper
- B. Pen/Pencil

Activity

- 1) Give participants a piece of paper and pen and time to write down five moments that shaped who they are today.
- 2) Go around the room and have each person share two or three moments that they are most comfortable with.
- 3) It may be helpful for the facilitator to share their moments first to foster a welcoming environment.

Discussion Questions/ Key Points

- Talking about diversity and inclusion can be intimidating. Starting with a discussion about personal stories that everyone can relate to can allow people to open up.
- Focus the discussion on how the major events in life are universal and are not an indicator of people's differences.

Source

"Effective Diversity Activities for Work Departments"

<http://www.kparksconsulting.com/effective-diversity-activities-work-departments/>