

# What is Worth How Much to Whom?

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| <b>Field of application</b>        | Dealing with diversity   |
| <b>Resume / Brief description</b>  | From a list of values and characteristics that are important in their group, the participants identify those with the highest priority by comparing two values.  |
| <b>Target group</b>                | Students<br>Lecturers<br>Entrepreneurs<br>Colleagues of the same company or work team<br>Colleagues working in intercultural contexts<br>Professionals of different area   |
| <b>Group size</b>                  | There is a minimum of 10 participants for this exercise. The ideal size is 20-30 participants.   |
| <b>Objectives</b>                  | The activity has the objective <ul style="list-style-type: none"> <li>To determine the relative importance of different values that are important in teamwork</li> </ul>   |
| <b>Requirements</b>                | <p><b>Materials</b></p> <ul style="list-style-type: none"> <li>List "Values at work in intercultural teams"</li> <li>Index cards</li> <li>Stopwatch</li> <li>Signal</li> </ul> <p><b>Room arrangement</b></p> <ul style="list-style-type: none"> <li>Furnishing the mediators' corner with chairs</li> </ul> <p><b>Time</b></p> <ul style="list-style-type: none"> <li>30-60 minutes (depending on the number of participants and number of values)</li> </ul>   |
| <b>Implementation - Guidelines</b> | <p><b>1. Preparation</b></p> <ul style="list-style-type: none"> <li>Take the list and select one value less than you have participants.</li> <li>Write each of the selected values on a separate index card.</li> </ul> <p><b>2. Process</b></p> <ul style="list-style-type: none"> <li>Choose a mediator to take a seat in the mediator's seat.</li> <li>Distribute the value cards. Each participant except the mediator receives a card.</li> <li>Explain that each card contains a value that is important for cooperation.</li> <li>Determine the value with the highest priority (15 minutes).</li> <li>Participants form pairs and prioritise the values on their cards.</li> <li>The participant with the card that was not chosen gives it to the leader and goes to the mediator's corner. New couples are formed and a new selection process starts.</li> <li>If the couples cannot decide, the mediator will do it.</li> <li>After the mediation, the couple sits down on the mediator chairs and the mediator goes to the playing area with the more important values card.</li> <li>The activity ends when there is only one participant that has a value card.</li> </ul> <p><b>3. Debriefing</b></p> <p>To debrief, you can reflect on the following questions:</p> <ul style="list-style-type: none"> <li>What are the benefits of putting this value into practice?</li> <li>How strongly is this value lived by the team members at the present time, and how does it show?</li> <li>What would happen if this value was disregarded?</li> <li>How can this value be lived in the collaboration?</li> <li>How can the awareness and acceptance of this value be promoted among the team members?</li> </ul> |



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