SESSION 5
DIVERSOPHY GAME

By courtesy of George F. Simons, Ph.D.
www.diversophy.com

DIVERSOPHY
CORONAVIRUS EDITION

We are going to play cards. Please follow these instructions:
- Wear your mask during the whole session.
- Keep a distance of at least 1 metre between you and your classmates.
- Sanitize your hands before and after playing.
- Do not touch your mask or face during the game.
DIVERSOPHY

The diversophy® training instrument is designed to enhance the cultural competence of organizations, groups or teams. It empowers those who play it to work and communicate productively across differences.

The aim of the game is to transition players from ‘ethnocentricity’, i.e. being centred on one’s own culture (what we are like when we first face diversity), to ‘diversophy’, i.e. a state of higher cultural skill and sensitivity.

- diversiSMARTS (green) cards challenge players’ factual knowledge about specific cultural topics.
- diversiCHOICE (yellow) cards put players in inter-cultural situations that challenge them to make decisions about how best to behave or respond.
- diversiSHARE (blue) cards enhance communication and teambuilding skills. They encourage discussion by asking players to share something about themselves, their opinions, feelings and ways of behaving. They underline the message that we are all different, even in our own cultural groups, and that we can continue to learn from each other.
- diversiRISK (red) cards put the players in situations that are beyond their control. Some situations are ‘positive’ and some are ‘negative’. These cards allow players to experience, in a non-threatening way, how differences can create unexpected benefits or costs.
- diversiGUIDE (white) cards offer wisdom from different cultures and recommendations that encourage players to look for opportunities to apply it in their work or lives.


diversophy® Debrief

Discuss these questions with your team:

1. What insights and learnings did you extract while playing the game?
2. Which could you immediately apply to your job or relationships with others?
3. How did playing the game bring out your cultural values, e.g. did you compete or collaborate? What kind of culture did your team become?
4. What consequences can you see as a result of playing this game? What steps will you take from now on?
5. What would you like to learn more about? Which cards would you like to discuss further?

You have 5 minutes for this discussion. Select a spokesperson to provide a summary of your team’s experience to the other teams.