

Group Exercise: Blindly Following Instructions

Facilitator instructions:

Ask participants to count off—one and two.

The twos should face the facilitator in the front of the room. The ones should face the twos (and so have their backs to the facilitator).

Give a pencil and paper to each person in the ones group.

The facilitator *silently* draws a simple picture of a house on a large flip chart. The twos, looking at the picture being drawn, give basic instructions to the ones as each element of the picture appears. The instructions must be simple, like “draw a straight line across the page,” or “draw a diagonal line connected to the first,” and so on. The twos are not allowed to say things like “draw a door,” or “draw a window.”

After everyone is finished, look at the pictures everyone has drawn. This will generate lots of laughter because the pictures will not look at all like houses.

Learning Points:

- *How can you expect people to perform highly if they are given orders from the top but have no idea what the “vision” is?*
- *How can people gauge their performance if there is no communication and feedback?*
- *Do we work this way, giving orders and protocols but never getting any feedback on what is happening in the field?*
- *If the workers know the vision, could they create many different kinds of houses—possibly even better than the one designed by the leader?*