

LEGO® SERIOUS PLAY®: The core process

Phase 1: The

Challenge:

The facilitator poses the building challenge to the participants.

Considering the purpose of the workshop in advance, the facilitator has formulated each building challenge in a way that will open up reflection and dialogue. When the process starts, the building challenge is posed to the participants, the building time is made clear, and the facilitator asks participants to build a model with their LEGO® bricks that expresses their thoughts on, or response to the building challenge. The facilitator's choice and formulation of the building task is crucial for participants' experience of the process. The challenge for the facilitator is to formulate the building task so that it best serves the purpose of the workshop while following the basic principles of the method.

Phase 2: Building:

The participants build a LEGO model representing their reflections on the building challenge.

In the building phase, participants build their response to the building challenge with LEGO bricks. While building their models, participants assign meaning and narrative to their models by means of metaphors, figures of speech, and narratives. During construction of the model, the individual participant undergoes a reflective process through which they gain a clearer and more detailed conception of and insight into their own reflections and thoughts.

The building process both inspires and supports the reflective process, and participants are given a chance to think with their hands. The fact that participants use their hands to build concrete, three-dimensional models of their reflections and ideas, gives them easier access to the knowledge and experience that is stored in their minds and it catalyses new trains of thought.

Phase 3: Sharing:

The participants share the meaning and the story that they have assigned to their own models.

The point of the sharing phase is that participants share their stories and assigned meanings about their models with each other. So one at a time, each participant shares the significance and story that they have assigned to their own model. It is very important that each participant gets the chance to share the story about their model. The sharing is in itself a reflection process, in that when they share their models, participants explore their own expressions more closely. Those listening also have an opportunity to explore in more detail what the narrator expresses through the model. The facilitator plays a crucial part in the sharing phase when asking facilitating questions. Facilitating questions are asked with the purpose of getting participants to reflect more and share more about their thoughts and ideas with each other.

It is crucial that each person's voice is heard during this process. Everybody shares what is on their minds, and everybody is listened to. This is very important to reach one of the purposes of the LSP process: to let everyone share their thoughts in a constructive way and to give everybody a chance to hear each others' points of view. This is on the one hand to create a shared understanding of the group's way of handling the situation, and on the other hand to create the best starting point for people to feel ownership for the reflections and ideas expressed. Eventually this will help them to arrive at the solutions and actions that need to be taken in order for them to handle the situation the best way possible.

How LEGO® SERIOUS PLAY® was used to explore bullying in Vancouver:

<http://seriousplaypro.com/2015/02/13/serious-play-and-the-anti-bully-movement/>

<https://www.youtube.com/watch?v=n6Lg1htX5nw>

<http://www.iamantibully.org/resources/>