

Title: Find The Difference

Brief summary of activity

Participants change something in their appearance or the space of the room that can be seen in the camera to test the observation skills of their colleagues.

Aim of the activity

This activity aims to highlight the importance to carefully “observe” participants while delivering training to secure their engagement and interest in the workshop, and detecting any negative group dynamics that could cause conflict or training disruption.

Expected Outcomes

Better understanding of the importance of observation of the participants to ensure engagement and avoid conflict or disruption during the workshop.

Information for Trainers:

- **experience and skills required**
- **Infrastructure, setting, resources**
Stable internet connection; online conference platform; all (participants’ and trainer’s) computers need to have a working camera.
- **Length:**
20-25 minutes

Materials

Desktops/Laptops with camera and audio
Online Conference Platform

Description

- **How the activity should take place.**
After welcoming the participants, ask them to select a gallery view on the online conference platform being used, to ensure they can see everyone taking part in the workshop.
Give participants 5 minutes to observe the rest of the people on the screen
Ask them to turn off their cameras and to change something about their appearance or the room they are sitting that can be seen by the other participants.
Go through each participant and ask the others to tell what has changed.
- **Recommended max. number of participants and trainees to trainers ratio**
10 to 1

Risk and possible adaptation

It is important to control the time in the activity. If necessary don’t go through all participants in the finding the difference part.

Variations:

Tips for Trainers:

It is important to highlight the importance of observing your participants during the training to be able to read their engagement in the training and their relationship to others. (Someone's eye fixed on the screen during training means they are looking at emails or website, and not engaged with the training; someone looking down while other participant speaks could mean they don't agree with what the person is saying, etc)

Participants:**Analysis and evaluation:**

Ask participants about their experience of observation during training, either online or face-to-face and how this helps them during the training, and how do they deal with someone being disengaged or showing disagreement through body language or facial expressions.

Scheduling:**Tagging (Keywords):**

Observation, Engagement, body language, facial expression.