



Supports team communication, collaboration, reflection, and engagement—all over the world.

Diversity Icebreaker is a certified team building tool developed 20+ years ago – now used by almost 500 000 people in more than 75 countries and is available in 15 languages.

Concept is simple. Diversity Icebreaker workshops help individuals understand how and why they communicate—their underlying preferences and styles—enabling their best teamwork. Think of it as communication that provides the framework for effective collaboration.

Who is it for?

Diversity Icebreaker is ideal for new or existing teams—within or across organizational departments. The training seminar has been used by leaders, executives, world-leading academics, project teams, volunteer organizations, and university students.

In-person workshops are best for groups of 12-30 members or arranged for as many as 100-200 people in the same room and to tremendous effect. Virtual and hybrid DI seminars also available and very impactful.

How long does it take?

The standard Diversity Icebreaker workshop lasts 75 - 90 minutes.

How does it work?

The differences in how we communicate & collaborate with others are at the center of DI.

Red, Blue, and Green—the 3 dimensions of Diversity Icebreaker can be viewed as different yet equally valuable & neutral communication styles. Concrete example: You are driving a car - do you choose brakes, steering wheel or 4 wheels. Most people will choose all 3 – every strength needed, some more than others depending on conditions and situation.

At launch of DI workshop, participants complete comprehensive but brief 8-10 minute digital self-assessment. Participants' results are compiled cumulatively and displayed in real time.

The 3 dimensions then explored in small group exercises, sharing in plenary, and finally individual and group reflections. Participants co-create a shared language around preferred communication and collaboration preferences - of equal weight but complementary to each other—in a balanced and respectful manner.

Attendees emerge with robust self-awareness of their own communications styles as well as a greater understanding of the needs of *others* with whom they regularly interact. This promotes a culture of inclusion, belonging, psychological safety & trust.

See it in action: <https://youtu.be/XFsptVwiTIQ>

Clients include:

Equinor, DNV GL, Yale University, BlueShore Financial, Institute for Performance & Learning, Northeastern University, Nch'Kaý Development, Statkraft, and Simon Fraser University, and others

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