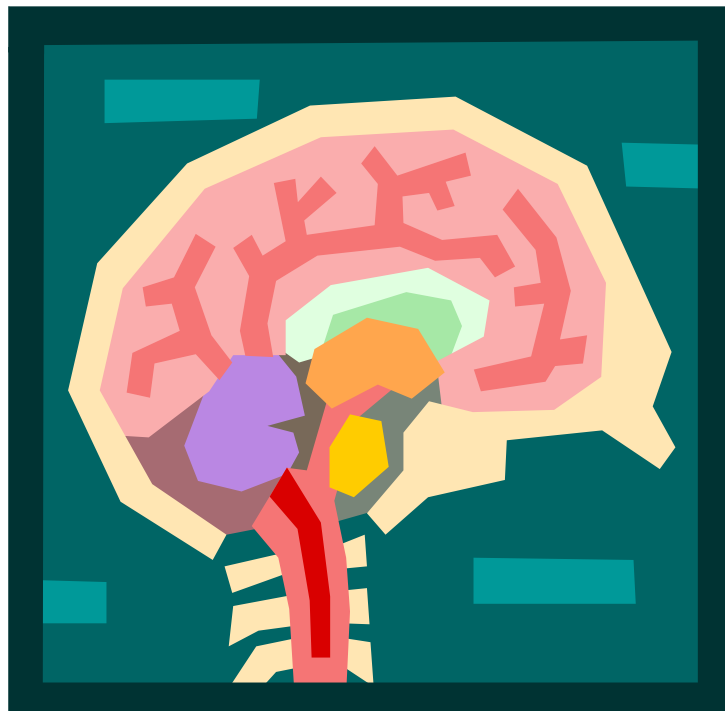


Herrmann Brain Diversity Game®

Source: The Creative Brain and ideas from course taken from
Herrmann International



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Introduction to the Herrmann Brain Diversity Game

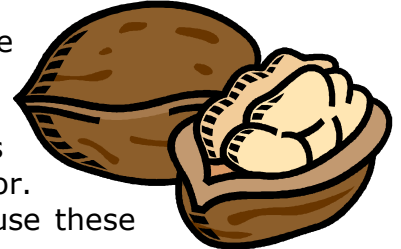
The Herrmann Brain Dominance Instrument (HBDI) has been used successfully with hundreds of thousands of individuals and organizations around the world since the mid-1970s. The HBDI profile illustrates and explains your preferred way to think, learn, communicate and make decisions.

In this paper, we give you step-by-step instructions for a successful way to use a team-building and capacity building tool called the Herrmann Brain Diversity Game. This game is complimentary to the HBDI individual profiles you can also order online from Herrmann International and can be used over and over again with different groups for an approximate total cost of \$100 (see below). This game will help your groups to:

- Learn the theory and significance of brain dominance and "whole brain" teams and organizations (Caution – you will need to read Ned Herrmann's book "The Creative Brain" and ideally take an HBDI training to make the most of this tool)
- Learn a little bit about their own brain preferences and learning styles
- Learn how to appreciate and communicate with other members of the group

What is the Technique in a Nutshell?

You use the Herrmann Brain diversity card pack game (purchase from me or www.HBDI.com) – cost is about \$100.00. One set allows you to play the game with about 20-25 people. You mix up the cards so each set of five cards has at least one of every color and a fifth card of any color. Randomly give out sets of five cards to each person. Then use these instructions below:



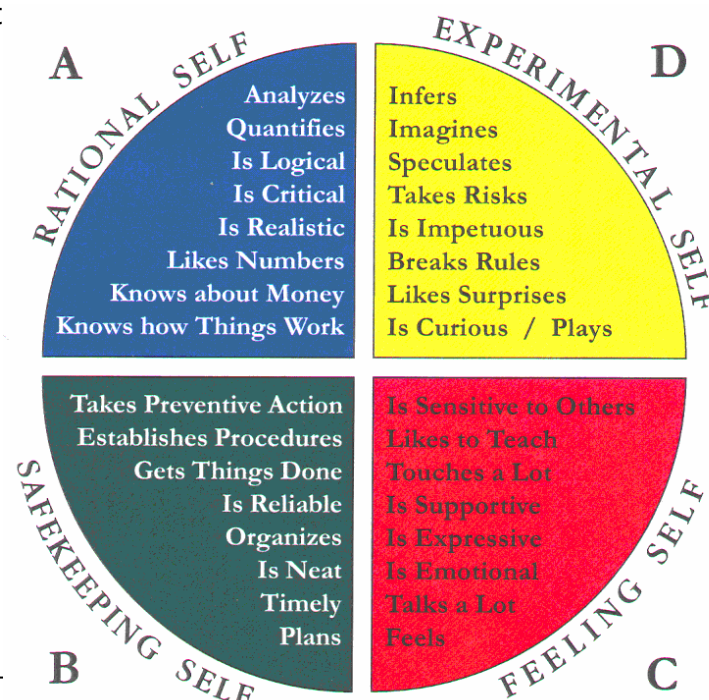
I'd like to introduce you to a tool that I have found immensely helpful in working with groups and individuals. I want you to discover it for yourselves. So I am wondering if you'd be willing to play the diversity card game for 10 minutes. Here is what you would do: Pick up a randomly mixed set of cards and try to "improve your hand". By that I mean at the end of 5 minutes, by bartering for cards with your group members, you will attempt to have a sampling of cards which describe you well – the characteristics named on the cards are very much like you – your authentic self free of the outer pinnings of organizations you may work with or restrictive relationships you may be currently experience etc. How many of you are willing to try this game? I ask that you move around, chat with others to barter. The only rule is that you do not have to give up a card if you do not want to do so. If by chance you receive a set of cards that describe you well before you begin bartering, please replace complacency with curiosity and play anyway. That is, ask others what is their hand and what are they looking to give away.

Please note: if you cannot mingle, please sit and encourage people to come to you. Or, you may also opt to simply watch and not participate actively.

Reflection once they sit down:
Group Conversation (5 -10 minutes)

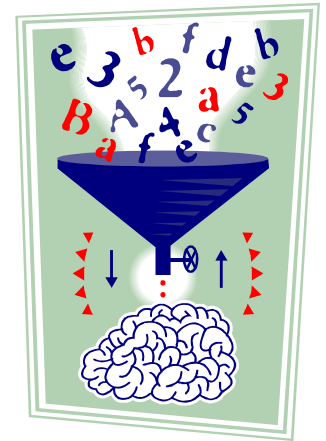
- Round Robin: Please show what cards you chose to keep (each person simply reads the words and shows the colors of the cards to others)
- Anyone: What surprises you about the card mix at your table?
- What generic word would describe the group of blue words? The green words? The red words? The yellow words?
- Which colors do you think are left brained? Right brained?
- What questions does this activity raise for you about brain dominance?

Briefly explain that the right and left brain and the lower limbic and upper cerebral brains make up the four parts of the brain (see diagram below). Explain also that the reptilian brain or brain stem is not a thinking brain. Explain that each of us has preferences – some of these are primary, secondary or tertiary. Generally most of us have two to three primary quadrants in which we operate well, and one to two in which we do not. CEO's or strong leaders typically have all four quadrants as their primary preference. Only 4% of the tested population throughout the world has quadra-dominance (i.e., all four brain preferences are equal) or single dominance (only one brain preference is of primary dominance). The remaining 92% are double or triple dominant in their learning preferences. Our areas of preference are simply areas where we easily excel with relatively little effort. Ned Herrmann thought it was 40% attributable to genetics and 60% attributable to environment (pers. comm., 1999). This brain dominance model correlates well with the Myers Briggs instrument



I have experienced the following benefits when using this game with groups:

- ☐ Helps people understand themselves and others
- ☐ Honors the different way people think learn and process data
- ☐ Acknowledges tensions between different people in a safe setting
- ☐ Helps the group take risks and think about each other in new and creative ways
- ☐ Creates organizational learning



What Supplies Are Needed?

- ⇒ Herrmann Brain Diversity game cards
- ⇒ Putty or “hold-it” or a sticky wall to stick data cards on wall
- ⇒ Diagram on flipchart or handout of the four different learning selves overview

When to Use the Technique?



Use for example early in a session as a warm up activity to help people understand how they will be using different modes of thinking in the session (ideal for strategic planning). This could also be helpful after lunch or to generate enthusiasm during a period of low energy.

Who to Use Technique With?

Use with: groups who are just beginning to know each other (either new members have joined an old team or it is a new team); team members who are experiencing conflict; any adults over 18 years; diverse cultures – may need some translations for those who do not have English as a first language. Card games also available in French and Spanish I believe.