

# The Labyrinth

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Original article.

A few years ago, I went to the Experiential Educators Europe annual conference to hold a workshop on Gamification. One of the participants, Ralph Kolen had a workshop just after mine and I was amazed at what he did. He basically created a maze in which the participants, as a team, had to figure out the exit. The debriefing was all about team work and communication.

When I went through the maze I found it as a metaphor to starting a business: It seems hard at first, when you aren't in the maze/ business, when you aren't taking it step by step, but once you start walking, you identify the real issues from the ones you thought you'd be having before walking the talk.

A year later, after fully ruminating the concept, I started holding workshops with a modified version of the maze, one with rules, challenges and games.

I present you ..

# The Labyrinth

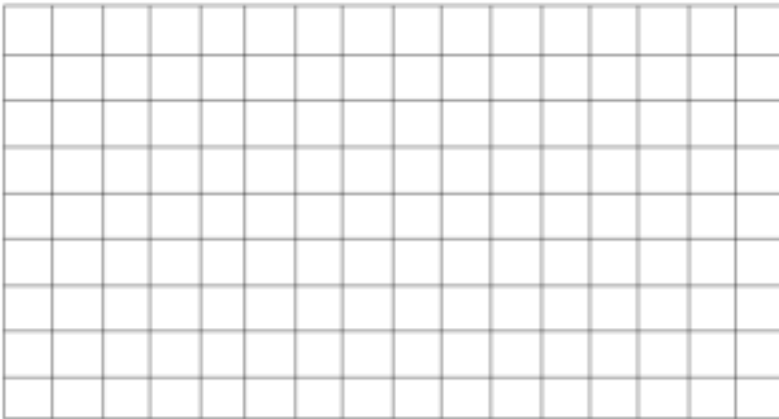
## Tools

- . Tape (enough for 9×16 squares representing half a square metre each (775 inches)).
- . An empty chair for the birthday spot.
- . Noise-making tools. (You can find them in any supermarket's birthdays section).
- . The printed version of the maze (you'll need it to correlate where the participants are to the challenges in the maze).



**The Labyrinth - the fun run**

# Instructions

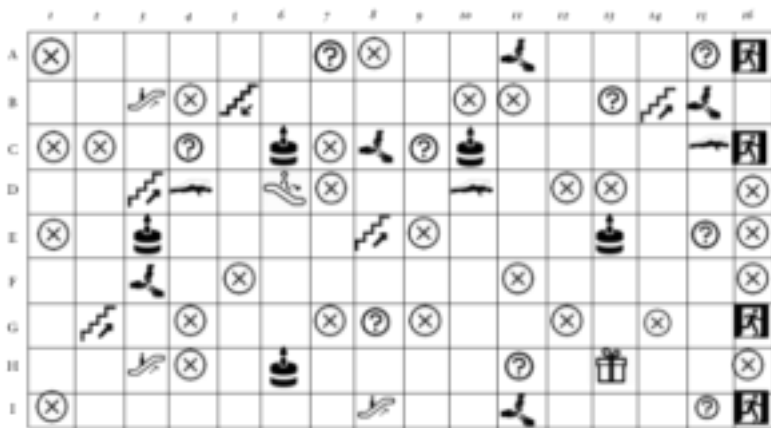


The Labyrinth - [www.riddology.com](http://www.riddology.com)

- . Draw on the floor 9×16 squares. You can use tape (or chalk). (5')
- . Give them the instructions: (5')
  - . Every person goes in The Labyrinth alone, takes a step and waits for you to tell them what's in the new square.
  - . Any mistakes they make (e.g. if they hit a wall), they need to go back following the exact path they came.
  - . If it's not a wall, they take another step.
  - . The objective is to reach the exit on the opposite side.
- . And the rules: (5')
  - . No notes or recordings of any type. The Labyrinth is not about visual memory.
  - . You can't talk while there's someone inside the Labyrinth.
  - . You can't signal the person inside The Labyrinth.
  - . There is a birthday spot inside (put an empty chair there to signal it and some noise-making tools). The person in the birthday spot will make a lot of noise and they can be rescued if anyone else arrives in their square. Rescue the princess!

- Every 5th mistake the participants make (as a group), the unlucky guy or girl goes to the birthday spot (replacing the one inside).
- Start the game. It gets clearer once the people get inside the labyrinth.

Here are some photos with students playing the game: 1, 2.



# Reviewing

I'm using The Active Reviewing methodology for the reviewing section.

## Facts

Find out what happened using Action Replay (ART).

What happened?

What were the difficulties?

How did you solve them?

## Feelings

Draw a "morale map" using Storyline (ART).

Did anyone think it was not possible? Did you feel discouraged?

Who felt nobody was listening to them? Why?

Who was the leader? Does everyone agree? Were they chosen or self proclaimed?

Was the leader the loudest?

Did the leaders empower the people with solutions?

## Findings

Use Horseshoe (ART) for questioning.

If you'd repeat The Labyrinth without knowing the solution, what would happen?

How can you empower the people that have good solutions when so many solutions are presented?

## Futures

Use Missing Person.

Can we create Jimmy, the person with all the abilities that we lack and the qualities that we desire? Let's draw him and/or interview him. Is he the perfect leader or the perfect problem solver?

What metaphor can you derive from this game? How can you apply it to your life? (E.g. The game is like starting a business, at first you think it's impossible because everything is unknown and there are dangers at each step but you can reach the end if you take it one step at a time.)

## Alternative instructions

- o You can separate the middle of the labyrinth with a tape of a different color. It's easier to visually remember The Labyrinth. (But do you want to make it easier?)
- o Give the participants the challenge to draw the labyrinth and time them. Keep the timings of different categories of groups and create friendly competition. (E.g. architecture students are faster than math students).
- o The birthday spot can hold multiple people.
- o Do it in groups: European, Chinese, mixed.
- o Set a square (or put a sofa) where the trainer sits comfortably

- o Competition and collaboration: create 2 groups and challenge them to be the first to finish.
- o Add an element of randomness: create a path that is sometimes open, other times close.
- o Rock-paper-scissors challenge square: if you lose versus the trainer the path gets a permanent wall.
- o Make it more difficult in the beginning for demotivation (against highly competitive teams).
- o Set powerful punishments when people are too comfortable in the birthday chair.
- o Create a mathematic model for the labyrinth (each X square is free or .. the squares form letters/initials).
- o Add more symbols: telephone, book = you can actively ask in one word, one colleague for a tip in one word.
- o You can create the game in a separate room and people can enter with walkie talkies. If you do it with multiple teams you can put a saboteur inside each team (from the "enemy" teams) to shout to hold the walkie talkie (and to create background noise).

# **Start-ups and Exchange as Pillars of a New World Order. Collaboration Vs. Leadership. A practical guide for beginners.**

1. Who has the main role in a project, the leader or the team?
2. Does the team need to know all the project details for the team to work?
3. As a leader, how well do you need to know your team in order to work effectively?
4. If a team member can't do their job, who is responsible, the leader or the person?
5. What happens when the team believes one direction is the best and the leader strongly feels that the other one is?
6. Do you follow the leader if none of the team members trust him? (Have you ever thought he is just .. new?)
7. Would you pursue a good paying corporate job that makes you unhappy or a hobby that makes you happy but with a very low salary?
8. Where do great ideas come from, the leader or the team?
9. Why would anyone be led by you?
10. What's the leader's role?
11. When faced with two equally qualified candidates, how do you determine whom to hire?
12. What is one characteristic that you believe every leader should possess?
13. What is the biggest challenge facing leaders today?
14. What's your biggest weakness? (interview question)
15. How big should a team be to be effective?
16. Would you be an intrapreneur? An entrepreneur inside an organisation?
17. What motivates you?
18. As a team, by what criteria do you elect a leader from yourselves?
19. Why would anyone want you in their team?
20. Does the leader need to inspire people?
21. What does a leader do when someone else has a great idea?



# Legend

⊗ Impassable wall.

↗↘ Travel from the first location to the second.

🤝 .. same.

❓ Ask a question from the list.

✊✋ Rock-paper-scissors.

🎤 Karaoke.

👉 (Truth or) dare.

🎂 Send person to birthday spot.

🎁 Happy birthday (spot)! Make noise!

🚶 Safe exit.

👤 My position. Unless I move. :)