

Let's Find your Ikigai

Author(s): Katrin Gloria Heinat, Aleksandra Galkina, Lucas Docampo Gacio (Ethos MTÜ)

Topic: Self-reflection, team building, career orientation (+ introduction to the concept of Ikigai)

Goal(s):

- Participants will gain a basic understanding of the concept of Ikigai. (Knowledge)
- Participants will reflect and acknowledge their values, passions and skills, developing deeper self-awareness. (Knowledge)
- Participants will develop a skill of sharing their insights and thoughts with a group and listening to others around them. (Attitude)

Target group: Young people between 13-30 years old that are willing to explore the opportunities for their career path or/and eager to understand better their (and/or their teammates) values in life.

Material:

- Flipchart of the Ikigai for introduction (Annex 1)
- "Let's Find your Ikigai" board game developed by Ethos MTÜ:
 - Board for the game (Annex 2)
 - Ikigai question cards (Annex 3)
 - Action cards (Annex 4)
 - Dices
 - One token per player
 - Sand Clocks for 1 min (one per table)
 - A5 blank paper and pen (1 for each player)
- Feedback form (Annex 5)
- (Speaker for the music to put on a background)
- (Coffee-break material)
- (Registration list)

What	Why	How	Time	Who
Introduction	Create safe and engaging space for further sharing and playing. Ensure that participants are familiar with the concept of Ikigai and the purpose of it.	Set up tone and introduce participants to concept: <ul style="list-style-type: none">• Gather participants standing in the circle and facilitate name circle and a small energizer• Welcome participants to sit around the prepared game sets 4 people per each set• Using flip chart as visual support briefly explain the concept of Ikigai and introduce 4 key components of it	15	Person 1
Explanation of the rules and materials of the game	Make sure that participants understand the process, the goal of the game and know how and when to use given materials.	<ul style="list-style-type: none">• Explain the rules and the goal of the game• Help participants decide who will start the game by asking one easy question. <i>(For Example: Who is the oldest/youngest? Who has the most pets? etc.)</i>• Announce the time that participants have for playing	5	Person 2

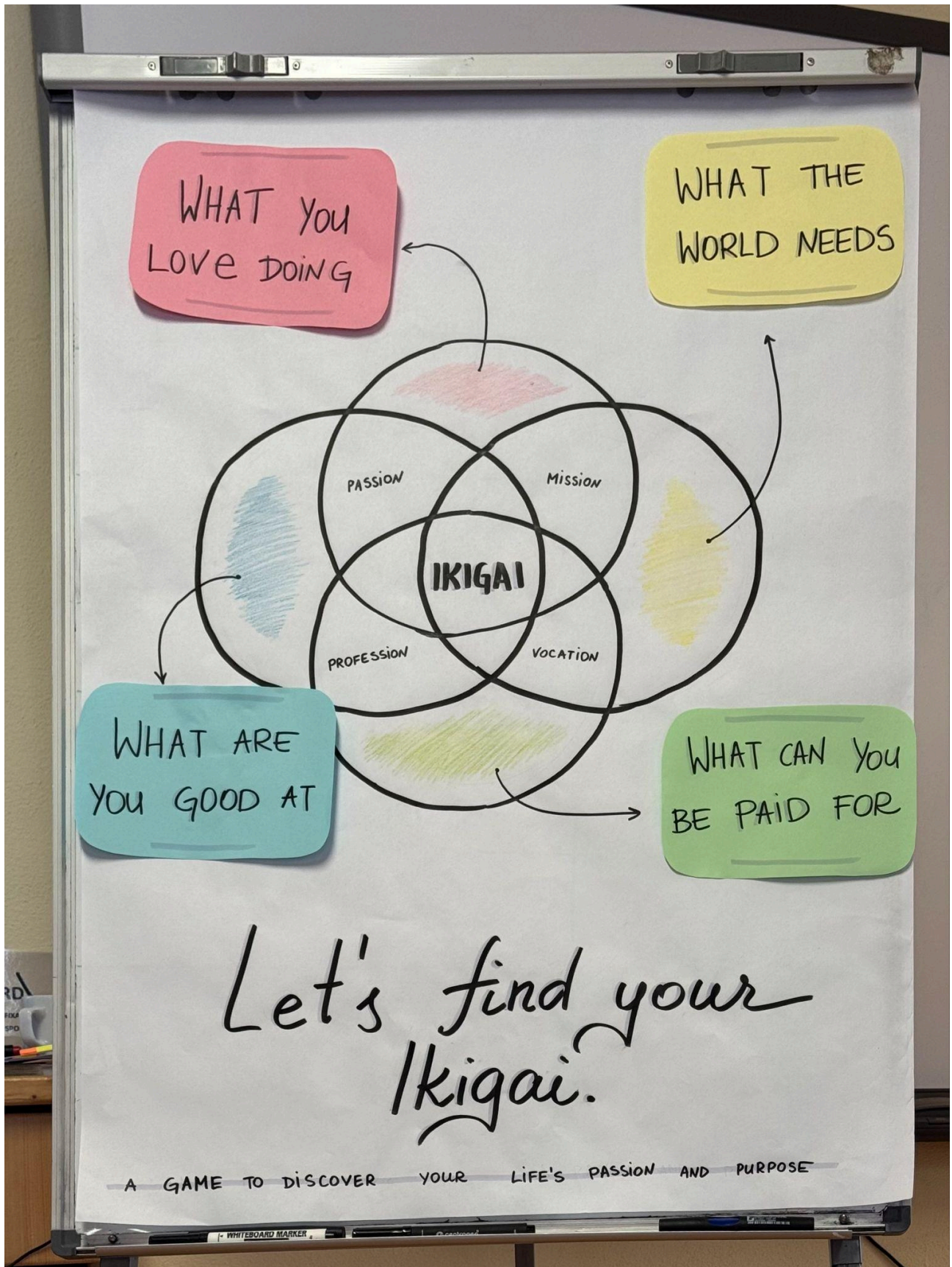
Observation of participants playing the game	See groups dynamics and which effect the game has on participants. Give time for participants to reflect on themselves and enjoy the playing.	<ul style="list-style-type: none"> • Step back and give participants space to share and play in their teams • Observe the challenges or uncertainties that participants may face (help or clarify if needed) • Observe groups dynamics • Announce 5 minutes before the ending of the playing about wrapping up the game process 	45-50	Person 1, Person 2, Person 3
Closing / reflection	Understand the feelings and experience of participants, encouraging group sharing and reflection.	<p>Invite participants to sit in a big circle. Facilitate group reflection by asking leading questions:</p> <ol style="list-style-type: none"> 1. Personal reflection: <ul style="list-style-type: none"> • How did you feel during the game? • What new information did you discover about yourself? • Was it easy or difficult to answer the Ikigai-related questions? Why? 2. Group dynamic: <ul style="list-style-type: none"> • What was the most interesting or surprising thing you learned about someone else? • How did playing with others influence your experience? 3. Application to real life: <ul style="list-style-type: none"> • How can you use the information you got during activity in further life? • How can Ikigai play a role in your life and career choices? • What is one small action you can take toward further exploration of your Ikigai? 4. Feedback on the Activity: <ul style="list-style-type: none"> • What was your favorite part of the game? • Was there anything that could be improved in the game? • Would you like to explore Ikigai further? If yes, how? <p><i>If you're leading simultaneous games and notice that different groups need significantly different amounts of time to finish, prepare sheets with feedback questions and distribute them. This allows groups to reflect on the game and the overall process in smaller groups while waiting.</i></p>	15-20	Person 3
Total time:			90	

Suggestions for next time:

1. After the first play during the project, we drew the following conclusions: simplify the board, select the action cards more carefully, and divide the participants into smaller groups (a maximum of 4-5 people per board).

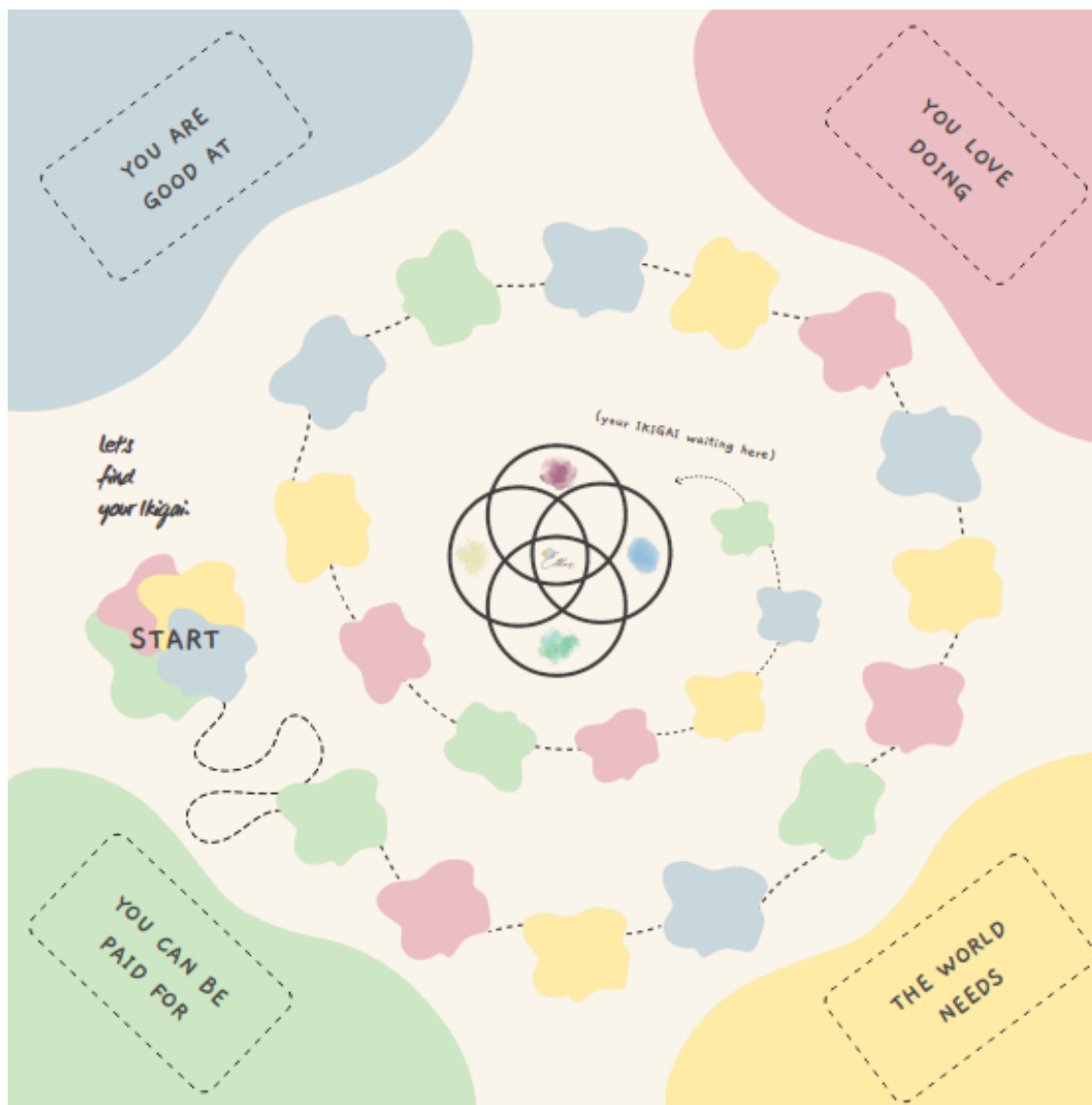
2. After the second play during the follow-up on March 8, 2025, we gathered feedback, and the main suggestions were to add a conclusion to the game, such as providing each player with an Ikigai printout where they can take personal notes during the game and have a visual summary and conclusion by the end. Another suggestion was to use dice with a maximum number of 3 or 4 to improve gameplay balance.

ANNEX 1 - Flipchart of the Ikigai for introduction



ANNEX 2 - Board for the game

https://drive.google.com/file/d/1yCUDjRfLyhDriqta_8KFL1H04HpWN0Ci/view



ANNEX 3 - Ikigai question cards

<https://www.ethosmtu.com/estona-e-e>

ANNEX 4 - Action cards

<https://drive.google.com/file/d/1ZJK00pbxU0kHBMU8doOStXzxzHUZVTx4/view>

ANNEX 5 - Feedback form

https://docs.google.com/document/d/1XLjRxo1z8OIJ6qU5Vj2HfFZr1MzYySB0DXUf8e74vX0/edit?usp=drive_link

ANNEX 6 - Pictures from the session we had

https://drive.google.com/drive/folders/1orsq2QEqCHgfjMAi_hGJnnwuxShpgEli?usp=drive_link