#NoLabels

Experience Workshop by
Work It OUT and GLAS Foundation

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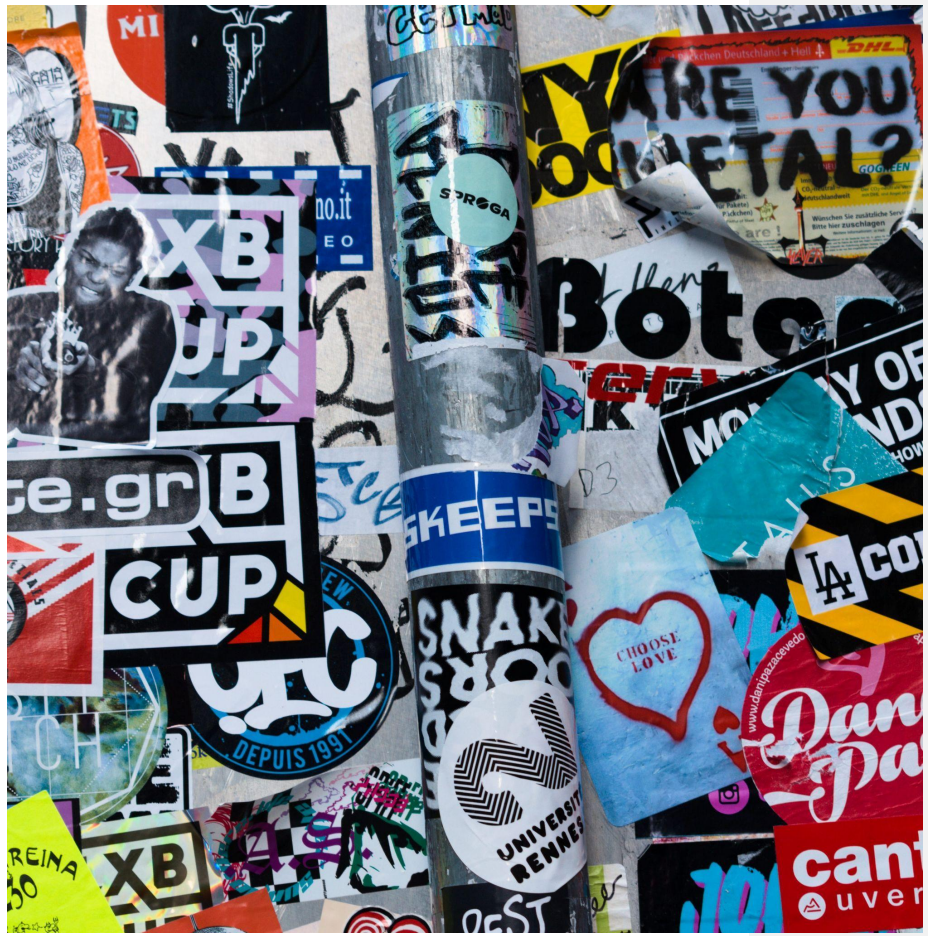

It is naturally human to group ourselves by different criteria and call it “our people” vs “the others” but that might be only today. And tomorrow - to find ourselves in a completely different setting in the same group with “the others”...

Stereotyping, categorizations and labeling other people are so natural human phenomenon that we don’t even pay attention to them anymore or even worse – have normalized them completely.

But the truth is that putting people in boxes influences our overall attitude, leads to negative behavioral patterns and deprives us from seeing clearly the deepest of human potential, thus hurting badly our fruitful relationships with others.

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DESCRIPTION

#NoLabels is a highly interactive workshop dedicated to our unconscious biases and prejudices, the way we see others, but also ourselves. It is a compilation of storytelling, social experiments, role plays and open discussions which will also lead to disclosing some personal characteristics, beliefs and values.

Our approach is rooted in "experiential learning," allowing participants to authentically connect with their thoughts and emotions while understanding the dual perspectives of both the discriminated and the discriminator.

Participants can expect to be an integral part of the session which will require their full attention at all times and one of our main goals is to establish a psychologically safe environment for them.

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GOALS

- Bring the attention towards how we are unconsciously stereotyping and feel what it means to be labeled
- Explore the prejudices based on different criteria and try to fight them
- Put ourselves in other people's' shoes and empathize with them
- Embrace the richness of the diversity in all its dimensions and recognize the benefits it can bring to the workplace
- Raise participants' self-consciousness and thus help level up the overall maturity of the company itself

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APPROACH

Fully interactive and participatory workshop raising awareness

- Experiential approach leading to actionable insights
- Empathy exercises and role plays
- Storytelling and real life examples
- No-fluff discussions based on Art of Hosting practice methods
- Communication techniques and inclusive language
- Research on best practices

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AUDIENCE

- Executives, mid-level managers & team leaders
- HR professionals and recruit teams
- All employees

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AGENDA

time	activity
30 min	**Welcome and introduction** Intro and short presentation of facilitators and participants
30 min	**Check-in** Storytelling activity to dive into the topic
20 min	**Targets/Non-targets** Icebreaker on stereotypes and labeling
20 min	**Across the line** Self-reflection activity focused on own experiences and beliefs
10 min	**break**
60 min	**Whom to leave behind** Role play driving attention to group thinking and inclusion / exclusion
10 min	**Check out** What do I take with me?

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GET IN TOUCH

Please reach out with any questions to:

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Work It Out is a network of based in Bulgaria domestic and international companies who share the values of Diversity, Equity, Inclusion, and Belonging /DEIB/ and want to transform their environment into a human-centered workplace where people to thrive.

Diversity and inclusion at the workplace are not only crucial from a purely human perspective, but also business-wise for attracting and retaining new talents and reaching the company business goals.

Research has shown that embracing diversity leads to variety of different perspectives, increased creativity and innovation, higher employees' engagement, better decision making and ultimately – higher productivity and more profits.

Transforming the company's culture needs time and everyone involved. A good starting point would be the team managers being the visionaries and the leaders of the company but continuing top to bottom and involving all the employees of the company is a necessary step.

Diversity is a journey – and we don't kid ourselves that we're near our destination yet.

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