

How to get diversity to work – also virtually?



Diversity in teams gives the best result according to research, but it doesn't always work... One reason is that people have a problem to handle differences. That can also create conflicts... Another reason is that the team members have too low trust to each other, which decreases the openness, which gives worse performance... Is there any way to improve?

Yes, with HumanGuide Cards can you improve a lot in short time – around 2 hours. Cards consists of a deck of cards, which is based on a personality test and the webapp cards.humanguide.se, which gives good support in many ways. Cards is bilingual – English and Swedish.

Cards is used for team building via the exercise TeamPlay, where the objective is that the team members should know each other in a positive way. As an extra value it is also a good training in giving and receiving feedback

TeamPlay can be used by 2 – 6 participants. If more, then they need to split in more teams. When all cards are used in TeamPlay, then they are registered in the app in order to describe every member's motivation profile. This is also a very good way for onboarding.

The deck of cards in **Cards** differs from other similar deck of cards, because it is based on a personality theory, which gives many advantages – especially of course for those, who already use HumanGuide®

- *the result is more distinct* and then more useful, because the theory is based on eight basic dimensions instead of e.g. four (DISC) or five (Five factor model)
- all cards *focus only on strengths* – not shortcomings, which give a more constructive atmosphere, when doing TeamPlay. The backsides on every quality's frontside you know via the theory, so you don't need to emphasize that more...
- as an added value all participants get a good foundation for personal development

Cards can be used in many more ways e.g. recruitment, then you can describe how the personality should be for doing a specific job in a good way. Etc.

More information
www.humanguide.com