

**Overview:**

This lesson plan will challenge participants to develop an attitude of intercultural openness by initiating and developing relationships with people who are culturally different from them. They will sit down with another person who comes from a different country (and who ideally speaks a different first language) and exchange answers to a list of 25 questions.

**Background and Information:**

This activity was originally developed by Purdue University's Center for Instructional Excellence (CIE) as a digital badge for the "Purdue University's Passport to Intercultural Learning" (PUPIL) program. CIE took the questions directly from Shelley Provost's "[25 Revealing Questions that Build Better Work Relationships](https://www.inc.com/shelley-prevost/25-revealing-questions-that-build-better-work-relationships)" on *Inc.*

**Objectives:**

As a result of this activity, participants will be able to:

1. Express life experiences and intellectual/emotional positions.
2. Develop deeper connections with teammates through sharing answers to questions that evoke these experiences and positions.

**Time:**

1 hour

**Group Size:**

Pairs

**Materials:**

Copies of the 25 Questions handout for each participant

**Intercultural Development Continuum Stages:**

- Denial
- Minimization
- Acceptance

**AAC&U Intercultural Knowledge and Competence Goals:****Curiosity:**

- To ask complex questions about other cultures.
- To seek out and articulate answers to these questions that reflect multiple cultural perspectives.

**Openness:**

- To initiate and develop interactions with culturally different others.
- To suspend judgment in valuing interactions with culturally different others.

## Other Skills:

Friendship, Teamwork

## Activity instructions:

Ask participants to pair up with someone from a different cultural group. Distribute the 25 Questions handout. Students should ask each other the following questions and record their answers in the space provided on the handout:

1. Describe your family lineage or constellation...parent(s), brothers, sisters, ages, birth order, grandparents, etc.
2. What is one word you would use to describe yourself as a child?
3. If you could change one thing about how you were raised as a child, what would it be?
4. How do you recharge or recuperate your energy at the end of a difficult day?
5. If you were to thank one person for helping you become the person you are today, who would it be and why?
6. When are you the happiest?
7. What one memory do you most treasure?
8. Fill in the blank: If you really know me, you'd know \_\_\_\_\_.
9. What would you be doing if you weren't a student right now?
10. What more are you wanting as a student right now?
11. How do you react to stress?
12. What movie or novel character do you most identify with?
13. What quality in yourself would you hate to see emulated in others, especially children?
14. If you were to start a company from scratch, what values would you build it on?
15. What would you most regret not having accomplished by the end of your life?
16. What characteristic do you most admire in others?
17. What kind of impact do you believe you have on people?
18. What superpower would you like to have?
19. What would your "perfect" day consist of?
20. What's the most important lesson you've learned in the last year?
21. How do you think your coworkers/peers see you?
22. If you ruled the world, what would you change on Day 1?
23. If you knew you only have one year left to live, would you change anything about the way you are living right now?

24. What one thing about yourself do you want in your eulogy?

25. What are you most afraid of, related to failing?

## **Related Tools:**

*Tools to use in conjunction with this lesson:*

- [6 Differences](#)
  - Use this tool to help participants choose a partner for 25 Questions
- [Artful Closer](#)
  - Use this tool to debrief participants after 25 Questions

*Tools to use next:*

- [I Am Poems](#)
- [If I Woke Up Tomorrow](#)
- [Mindful Me](#)

*Similar tools:*

- [Can Anyone Hear Me?](#)
- [Conversation Starters](#)
- [Different Similarities](#)
- [Digging Deeper Diversity Questions](#)
- [Nosy Questions](#)
- [Similarities and Differences](#)

*Related assessment tools:*

- [Beliefs, Events, and Values Inventory](#)