

Introduction:

The purpose of this activity is to help participants practice empathy and better understand their coworkers or group members' reactions.

Facilitator Notes:

We recommend discussing in the debrief ways that culture affects emotional expression. Invite two participants to act out the same emotion and then discuss the differences in the way they emoted.

Leaders can create additional emotion cards using emotion wheel originally developed by Plutchik (1980) (see [Downloads](#)).

Objectives:

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

1. Articulate definitions of their own and others' emotions.
2. Practice empathy.
3. Better understand their team members' reactions.
4. Identify ways in which cultural differences affect emotional expression.

Time:

30 minutes.

Group Size:

Small Group.

Materials:

A table or a box; Participant Instructions if applicable and set of Emotion Cards (both in [Downloads](#)).

Intercultural Development Continuum Stages:

- Denial
- Polarization
- Minimization
- Acceptance

AAC&U Intercultural Knowledge and Competence Goals:

Empathy

- To interpret intercultural experience from the perspectives of own and more than one worldview.

- To demonstrate ability to act in a supportive manner that recognizes the feelings of another cultural group.

Verbal and Nonverbal Communication

- To articulate a complex understanding of cultural differences in verbal and nonverbal communication (e.g., demonstrates understanding of the degree to which people use physical contact while communicating in different cultures or use direct/indirect and explicit/implicit meanings).
- To skillfully negotiate a shared understanding based on these differences.

Other Skills:

Friendship; Teamwork; Diversity, Equity, & Inclusion.

Activity Instructions:

1. Divide participants into two teams: Team A and Team B.
2. Place the set of Emotion Cards on a table (or in a box). Each card will have a different emotion typed on it.
3. Have a participant from Team A take the top card and act out (pantomime) the emotion for their group. This should be done within a fixed time limit (such as one or two minutes).
4. If the emotion is guessed correctly by Team A, they receive ten points.
5. Then, have a participant from Team B pick up the next card and act out the emotion. If they guess correctly, they also receive ten points.
6. Continue rotating turns between the two teams for 20 to 30 minutes. Keep track of the points after each turn.
7. After the 20 to 30 minutes have lapsed, call time and announce the winning team based on its total points. If you have a particularly competitive group, consider awarding a prize to the winning team!