**Diversity in teams**

Diversity Icebreaker (DI) has been used the last 10 years by more than 100 000 people in more than 25 countries. For an HR tool with its psychological foundations in a small country of Norway – this is unique. The concept is relevant in for example in team development, interpersonal training and in settings where one gather large groups of people together in order to solve problems. DI and its three categories labelled Red, Blue and Green have been validated as a psychological assessment used in seminars. The three dimensions represents “individual preferences for how to treat information while discussing problems in groups”. From the organizational psychology point of view, the concepts of team roles and cognitive styles are partly overlapping with the DI categories. At the same time, we underline the unique elements of the workshop following the psychological assessment – apart from the assessment itself – as a crucial explanatory factor for the tool’s effects. The workshop, is best described with help of concepts from sociology, pedagogy, linguistics and drama. This leads to a complex multi-paradigmatic intervention – difficult to understand and describe fully from a single paradigmatic position, e.g. psychology.

During the 3 hours session we will first involve participants in the 1.15 hour classic DI workshop. After a short break, we will share relevant research and theoretical perspectives for further discussion. The participants will receive training material and documentation that will make it possible for them to order questionnaires and perform workshops in their own context. More information about the concept can be found on [www.diversityicebreaker.com](http://www.diversityicebreaker.com)

The workshop will be facilitated by Bjørn Zakarias Ekelund and colleagues from Human Factors AS.