



Blind Portrait

A 15-minute back-to-back drawing exercise for pairs

One describes, one draws — and nobody watches the pen. The two drawings are the evidence.

**Of everything you explained at
work this week —
how much actually arrived at
the other person?**

How the two rounds run

- Round A: the describer talks, the drawer draws — no questions allowed.
- Round B: roles swap, new image — the drawer may ask exactly three questions.
- Same pair, two systems. The gap between the rounds is the lesson.

Rules, said out loud before you start

- The describer may not say what the image IS — only what it looks like.
- Nobody turns around. The drawer holds the marker, not the map.
- Thick marker, not pencil — mistakes should be visible.
- Pair daily colleagues for round A; randomize the pairs for round B.

What the exercise exposes

- Stories instead of shapes — “it’s like a farm...” tells the drawer nothing.
- The silent guess: drawing something plausible instead of asking.
- The cost of “I sent it, so they got it” — the reveal prices that belief.

Three ways it fails, three rescues

- Narrating the story, not the shapes → freeze ten seconds, repeat the rule: describe what you SEE.
- The drawer goes abstract to avoid being wrong → do not fix it live; the debrief is built for this.
- Pairs finish early and drift → hand them the judge card: score round A against round B.

Three questions at the reveal

- 1. Round A's gap: how much came from the rule, how much from the description?**
- 2. Of the three questions you could ask in round B — which helped most?**
- 3. Where in your week do you send instructions into silence?**

The measure

- Before pairing up: six rows about your own last week — the usual, not the game.
- Right after the debrief: the same six rows, answered about this exercise.
- The number to watch is the delta, not the score.

Nobody can fix what they cannot see.

The two drawings are the evidence.

Keep them on the table — the debrief points at paper, not at people.

Take one habit out

- Ask one clarifying question before you start — the drawer's three questions are a rehearsal.
- Fix the describing, not the drawer, when the gap surfaces.

Print the cards · run two rounds · debrief with the drawings side by side

Explain less. Check more. That is the whole skill, rehearsed in
fifteen minutes.

Take this folder with you



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