

Minefield — Participant Workbook

The guide in print, a frame to write after every debrief question, and session notes pages.

Folder: minefield · Category: trust · 2 people per pair · 20 min · offline · soft obstacles · assessment-type

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MINUTES

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Minefield — Facilitator Run Sheet

One partner is blindfolded; the other guides them across a floor scattered with obstacles — voice only, no touching. Trust gets built in one direction at a time, and both directions get debriefed.

Objectives

By the end of the activity, participants will have:

- 1. Given instructions whose quality was **life-or-death obvious** — clarity under responsibility.
- 2. Experienced **blind trust** and **responsible guidance** in the same twenty minutes.
- 3. Practiced the two safety valves: **“stop” works instantly, always.**

Setup

Space: a clear floor area 4×4 m per active pair. Remove hard edges; lay obstacles with gaps.

Materials per pair:

Item	Source
1 × blindfold	scarf or sleep mask — soft, no pressure on eyes
6–10 × soft obstacles	paper cups, empty boxes, cushions — nothing hard, nothing sharp
1 × walker card	minefield-prop-cards.pdf (card 1)
1 × navigator card	minefield-prop-cards.pdf (card 2)
1 × safety card	minefield-prop-cards.pdf (card 3) — for you, read aloud

Safety rules — read the safety card out loud, every session, no exceptions:

- 1. The walker says “stop” — everything stops. Instantly, mid-word.
- 2. The navigator never touches the walker. Voice only.
- 3. Obstacles are soft by design: cups and boxes, never chairs or bags.
- 4. Blindfolds are optional — eyes closed works, and “eyes open but looking at the ceiling” is a legal variant.

Grouping rule: pairs of people who work together often. The debrief question “when did you stop trusting the voice?” only lands on real colleagues.

Minute-by-minute script

Time	Phase	Facilitator does	Participants do
0–3	Frame + safety card	Read the safety card aloud. Demonstrate “stop” once	Pairs form, choose roles

Time	Phase	Facilitator does	Participants do
3–8	Round A (5 min)	Reset obstacles between pairs. Watch for rule 2 violations — call them gently	Navigator guides walker across
8–13	Round B (5 min)	Swap roles, new course	Second crossing
13–16	The near-miss collection	“Each pair: one moment the voice almost failed. No blame, just the moment.”	Pairs recall
16–20	Bridge to debrief	“Keep your roles in mind — the debrief needs both directions.”	Transition

Then run the debrief — see `minefield-debrief.md`.

Known failure modes & rescues

- The navigator narrates scenery instead of steering.** “There’s a cup somewhere near you...” Rescue: coach mid-round — “give the next step, not the map.”
- The walker peeks.** Blindfold slightly loose, one eye working. Rescue: offer the eyes-closed variant without accusation — some people need control more than others; that’s debrief data, not cheating.
- Laughter drowns the voice.** Multiple pairs run loud and nobody can hear their navigator. Rescue: stagger the starts — pair one goes while pair four resets. Or run pairs in sequence for small groups.

Variations

- The silence round:** navigator may use only three words per minute. Ruthless and revealing.
- The detour round:** mid-crossing, move one obstacle. The navigator must adapt the plan aloud — change management in miniature.
- No-blindfold version:** for rooms where blindfolds are a hard no — walker looks at the ceiling. Nearly identical dynamics, zero equipment.

Props in this folder

- `minefield-prop-cards.pdf` — poker print-ready: walker / navigator / safety cards
- `minefield-guide.md` — this run sheet
- `minefield-debrief.md` — 8 debrief questions, 3 failure modes
- `minefield-assessment.json` — pre/post measure preset
- `minefield-paper-form.pdf` — the A4 answer sheet: the measure as a print-and-fill form
- `minefield-workbook.pdf` — participant workbook: the idea in plain words, guided items, notes and action pages
- `minefield-slide-deck.pdf` — the slide deck for teaching or projecting
- `minefield-slide-deck.html` — the same deck for any browser, speaker notes on N

- `minefield-license.md` — what you may do with all of this, in plain language
- `minefield-activity-poster.pdf` — The whole activity on one wall (A3): meta, run of show, debrief questions, watch-outs.
- `minefield-start-here.md` — one page, thirty seconds, then print and go
- `SKILL.md` — machine-readable manifest for AI agents
- `minefield-run-sheet.pdf` — the print edition: this run sheet + the debrief sheet, bound as one A4 PDF

Agent version

Every file in this folder has a stable public URL — an AI agent can fetch the props, the debrief and this run sheet with three curl commands (see `SKILL.md`). The course itself needs soft obstacles and floor space — nothing digital.

Minefield — Debrief Sheet

8 questions, 3 failure modes, one rule: both directions get heard — walker first.

Use with `minefield-guide.md`. Debrief runs 10–15 min after round B.

The 8 questions

1. The first step.

“Walker: what did you need to hear before your first step? What did you actually hear?”

→ The gap between needed and received is instruction design in miniature.

2. The moment of stop.

“Did anyone use the stop word? What happened in the half-second after?”

→ The safety valve working (or not) is the trust system working (or not).

3. The voice under pressure.

“Navigator: when the walker wobbled, what happened to your instructions — clearer, or faster?”

→ Most people speed up. Clarity under pressure is trainable and nameable.

4. The near miss.

“Each pair already named one near-miss. What was the instruction right before it?”

→ Revisit it without blame. The near-miss is the richest artifact in the room.

5. Trust, direction two.

“When roles swapped: did trusting feel different from being trusted? Which was harder?”

→ Almost universally, being responsible for someone is harder than being vulnerable.

6. The daily version.

“Where in your week do you guide someone who can’t see what you see — and where do you walk blind on someone else’s word?”

→ Transfer question. Expect: onboarding, delegation, handovers, remote work.

7. The one sentence.

“If you could install one navigation habit into your team tomorrow, what would it be?”

→ Commitment question. One habit, named.

8. The last step.

“Walker: what did the last step before ‘done’ feel like — and who got you there?”

→ Closing question. It ends the debrief on partnership, not on obstacles.

3 known failure modes of the debrief itself

- 1. It becomes a comedy of collisions. The bumps get retold; the trust analysis never starts.
Rescue: laugh once, then go to question 4 — the near-miss the pairs already collected.
- 2. Navigators dominate. The talkers talk about talking; the walkers’ experience disappears.
Rescue: questions 1, 2 and 8 go to walkers only. Navigator questions wait their turn.
- 3. Someone had a genuinely bad time. Blindfolds can surface real anxiety.
Rescue: acknowledge without spotlighting — “if any crossing was uncomfortable, that’s data about trust, not about you.”
Offer the ceiling variant for next time.

If you are running the pre/post measure (`minefield-assessment.json`), note these observables during the rounds:

Observable	Points to
Navigator gives one step, waits for completion	Instruction pacing
Walker stops on uncertainty, not on panic	Safety valve trust
Pair swaps and both speak in the near-miss round	Both-direction hearing

The report your participants receive is a pair-level comparison, never an individual ranking — keep it that way.

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The moment of stop.

Did anyone use the stop word? What happened in the half-second after?

The voice under pressure.

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