WORKSHOPSKILL · PARTICIPANT KIT

# 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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| 20 | soft obstacles |
|---|---|
| MINUTES | SETTING |

# 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 |
| 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 |

| Time | Phase | Facilitator does | Participants do |
|---|---|---|---|
| 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

1. **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.”
2. **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.
3. **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.

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## 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.

**The first step.**

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

**The moment of stop.**

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

### The voice under pressure.

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

### The near miss.

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

### Trust, direction two.

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

### 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?

### The one sentence.

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

### The last step.

Walker: what did the last step before 'done' feel like — and who got you there?

## Session notes