WORKSHEET + WORKED EXAMPLE

Build It. Explain It. See It Differently.

A shared account of a work challenge, built from everyone's contribution.

45 minutes | LEGO SERIOUS PLAY informed · A facilitated introduction

Use it in three moves

1. Offer simple materials and an accessible alternative. Warm up with a small build before introducing one open work question.

2. Give everyone quiet time to build, then equal time to explain. Ask about the model; let its maker describe its meaning.

3. Compare the accounts without forcing them into one story. Agree what can be recorded and one question or action to take back to work.

Prepare participation and materials

Use simple building pieces and an accessible alternative such as objects, drawing, or verbal description. Invite participation; do not assess building skill.

Warm up with a small build

Give everyone a simple, low-stakes prompt and a short chance to explain their model.

Pose one open work challenge

Choose a question with several legitimate answers. Avoid requiring sensitive personal disclosure.

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YOUR WORKING NOTES / CONTINUED

Build individually before discussing

Give quiet time so the first speaker does not define everyone's answer. The model can use metaphor.

Let every builder explain

Ask about the model and its meaning. Others do not interpret the builder's personality or symbols for them.

Reflect and choose a practical step

Discuss differences and connections without forcing one story. Agree what can be recorded and what action follows.

A question for me

Whose explanation changes how I understand the work?

See one way through

FICTIONAL WORKED EXAMPLE / NOT THE ANSWER TO YOUR SITUATION

Prepare participation and materials

Four colleagues have mixed bricks, paper, and pens. Anyone can describe rather than build. Allow 45 minutes and appoint a facilitator.

Warm up with a small build

Build or describe something that helps you get started in the morning. Each person has a minute to explain.

Pose one open work challenge

Build a model of what helps or blocks a good handoff in our team.

Build individually before discussing

Five minutes of building. One person uses a narrow bridge for a handoff that depends on a single contact.

Let every builder explain

What does the bridge represent to you? What makes it narrow? Listen to every account before seeking a shared conclusion.

Reflect and choose a practical step

The team sees two distinct handoff problems. Agree a backup contact first; keep the other issue visible for review.

The thinking behind it

Equal time to explain matters more than an impressive model. Preserve different accounts rather than giving the most senior person the final interpretation.

The LEGO Group's open-source LEGO SERIOUS PLAY guide describes facilitated building, sharing meaning, and reflection around a challenge. This independent introductory activity is not an official LEGO product, certification, or full facilitated methodology. Alternative materials preserve access; the source guide explains the fuller process.

LEGO Group · Open-source guide

Read You Have a Culture Problem by Nic Payne