



The **AWAKA**[®] simulation, immerses participants in a cross-cultural interaction allowing them to experience dealing with a culture about which they know little. It confronts participants with numerous opportunities to experience differences related to racial and ethnic identity as well as economic leverage and power. The discussions and exercises in the simulation raise awareness of the multitude of perspectives and possibilities that are within the potential of every interaction in which people with other backgrounds, cultures, languages and thinking patterns are brought together to contribute and collaborate.

AWAKA[®] helps participants to:

- **Raise** their awareness around diversity issues of culture, race, ethnicity, power and economics
- **Uncover** their underlying (and sometimes subconscious) assumptions about others unfamiliar to them
- **Experience** the conflict and frustration that can result in a group when individuals and subgroups operate single-mindedly
- **Develop** understanding, cooperation and teamwork
- **Establish** a common basis from which people of different backgrounds and capabilities can work together effectively

AWAKA[®] is a powerful simulation that:

- **Explores** difference and diversity
- **Addresses** cross-cultural issues, ethnic and racial issues, economic and power-related issues
- **Places** individuals safely in potentially uncomfortable situations to facilitate learning
- **Involves** planning and building activities
- **Draws** learning from the group's collective experience
- **Facilitates** transfer of learning to the workplace

The Simulation

The simulation involves people from two different cultures—Awakans and Richlanders. The Awakans are designing and building a monument to celebrate their recently acquired freedom and independence after centuries of dominance. They want to celebrate their rich cultural heritage and have plentiful resources but little capacity for developing them. The Richlanders, who are economically and technologically superior, are planning a trip to Awaka to aid in this construction project with the best of intentions to assist the Awakans.

The simulation creates continual opportunities for exploring the miscommunication and conflict that arises from working across cultural and subcultural boundaries. It also provides for exploring the assumptions and presumptions that support the actions and attitudes of people in both cultures about those in other cultures.

Debriefings explore diversity issues related to:

- Cross-cultural interactions
- Ethnicity and race
- Economic and technological power



Materials

Supply Kit contains:

- Handouts to accommodate up to 30 participants
- Creative building materials

Facilitator Guide provides:

- Step-by-step instructions for setting up and conducting the simulation
- Debrief details

Appropriate for 6 to 30 participants

*“An excellent tool
for exploring differences
as well as
the potential pitfalls
of entering another culture
or subculture.”*

– Robyn Ingram, Ph.D.
psychologist

AWAKA® works well with:
Change Style Indicator®
Decision Style Profile®