

Stepping into Someone Else's Shoes

WHAT: A technique for deepening a group's understanding of a situation or challenge by pretending to be someone else for a predetermined length of time.

WHY: Asking people to think from a different perspective gives the facilitator or trainer an initial idea on where people stand on a given topic. It can also help build empathy or understanding of a new or different perspective.

HOW: Introduce the situation or challenge you are in. Tell people to consider what it would be like if they were [person] and give them time to image this. You can also give everyone a persona description to study; then they try to BE this person for a predetermined length of time. After that time, you debrief the experience in hopes to shed light on the challenge or situation you are in.

WHEN: Use a warm-up or at the start of a large activity or amount of work.

VIRTUAL APPLICATION: *Scenarios can be sent in advance or offered in the moment for a synchronous space.*

RESOURCE: [Put Yourself in Someone Else's Shoes](#) – a GLP blog

