

A Day with Johan! – Instructions for the facilitator

This exercise is about understanding how we treat people and what questions we ask them. It helps us notice social norms and how they affect others. Before starting, read through these instructions so you can guide the group.

Facilitator Steps:

1. Get Ready:

Print enough handouts for everyone. Half the group will get "You are Johan.pdf" and the other half will get "You are the Journalist.pdf."

2. Explain the Activity:

Tell the group that this is about Johan, the new boss at a big company in the area. Half of the group will be journalists writing a personal story about Johan for the company's newsletter. The other half will play Johan and answer interview questions.

3. Split the Group:

Divide everyone into two groups. One group will be the journalists, and the other group will be Johan.

4. Johan Leaves the Room:

The people playing Johan should step out of the room and wait nearby. Give them a handout with information about their character. This will help them answer the interview questions. The handout is called "You are Johan.pdf."

5. Talk to the Journalists:

Stay with the journalists and give them the "You are the Journalist.pdf" handout. Explain their task clearly. They should be polite when asking questions and only use the questions on the handout. They don't need to write anything down.

Let them know this exercise is set in a world where social norms are reversed, but Johan doesn't know this. Read the instructions with them to make sure everyone understands.

6. Start the Interviews:

Bring Johan back into the room and make sure each journalist has someone to interview. Start the interviews.

7. End the Interviews:

Stop the activity when most interviews are done or when time runs out. This usually takes about 10 minutes.

Group Discussion Questions:

For those who played Johan:

- Did the journalists seem polite? That was part of their instructions.
- How long did it take before you felt the questions were strange?

Read the journalists' instructions to everyone so the group can understand the reversed world idea. Explain that the questions are based on real ones that minorities are often asked in real life.

- How did this activity feel?
- Have you ever asked questions like these to someone from a minority group that you wouldn't ask someone from the majority?

Why This Exercise Matters:

- This exercise shows how social norms affect the way we treat others, especially in customer service or at work. Sometimes we think we are being polite, but asking personal questions or expecting people to explain themselves can feel rude or upsetting.