

# Play: An Agile Process



# RELATED



# SELF DETERMINED PLAY

Values Pivot

Growth Mindset

Flexible thinking

Social Awareness

Adapt

Co Create

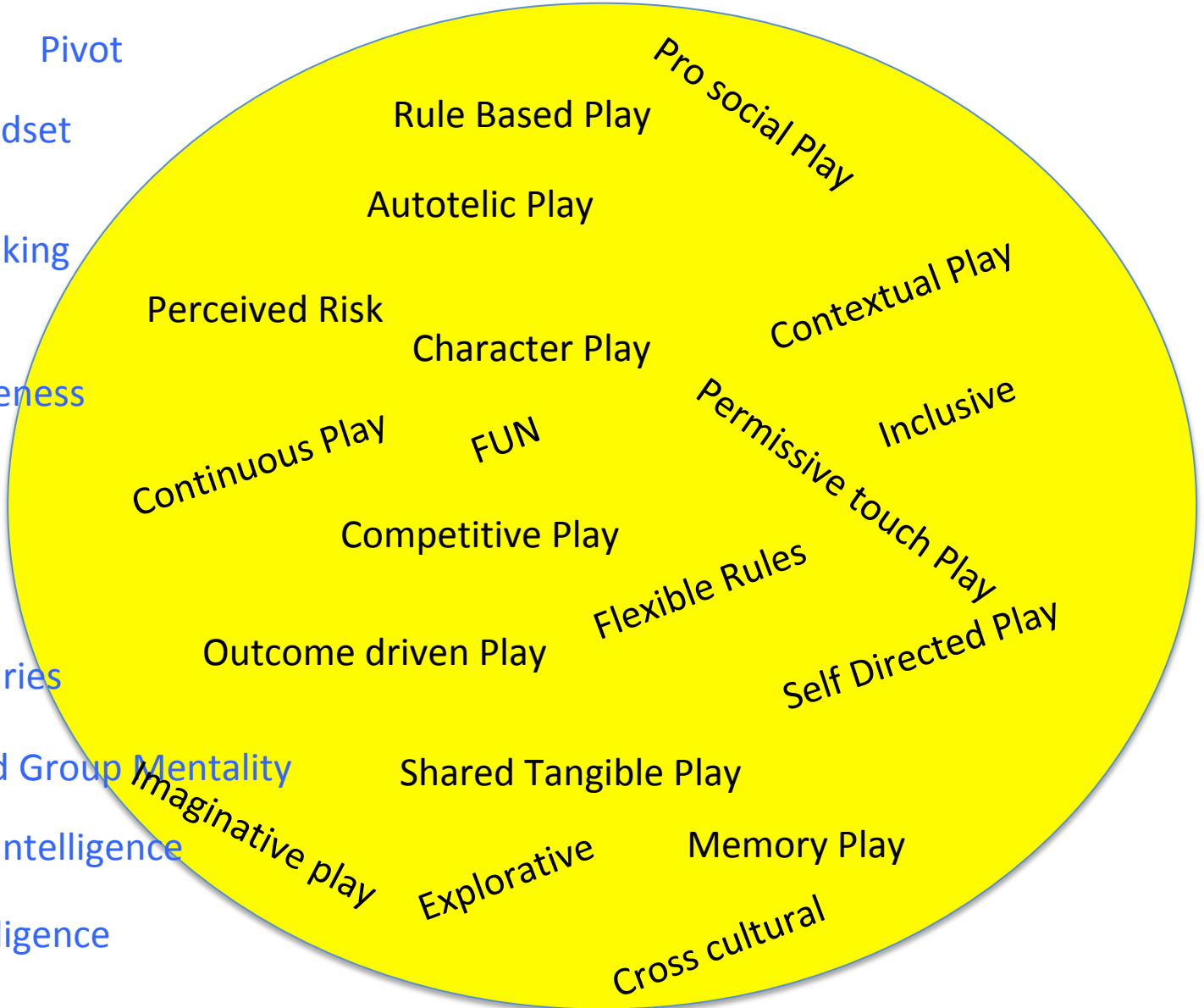
Set boundaries

Understand Group Mentality

Emotional Intelligence

Social Intelligence

Communicate clearly



- Processes related to play are difficult to introduce because they are simple concepts introduced to intelligent people educated poorly.

# Dictionary Definitions

- Play; pointless frivolous activity ; engaged in by children; no other purpose than fun.
- Engage in activity for enjoyment and recreation rather than a serious or practical purpose...Oxford Dictionary

# Research into Play

0-12

14-60

60+



# SELF DETERMINED PLAY

Communicate clearly

Values/ Strengths

Growth Mindset

Flexible thinking

Co Create

Social Awareness

Adapt

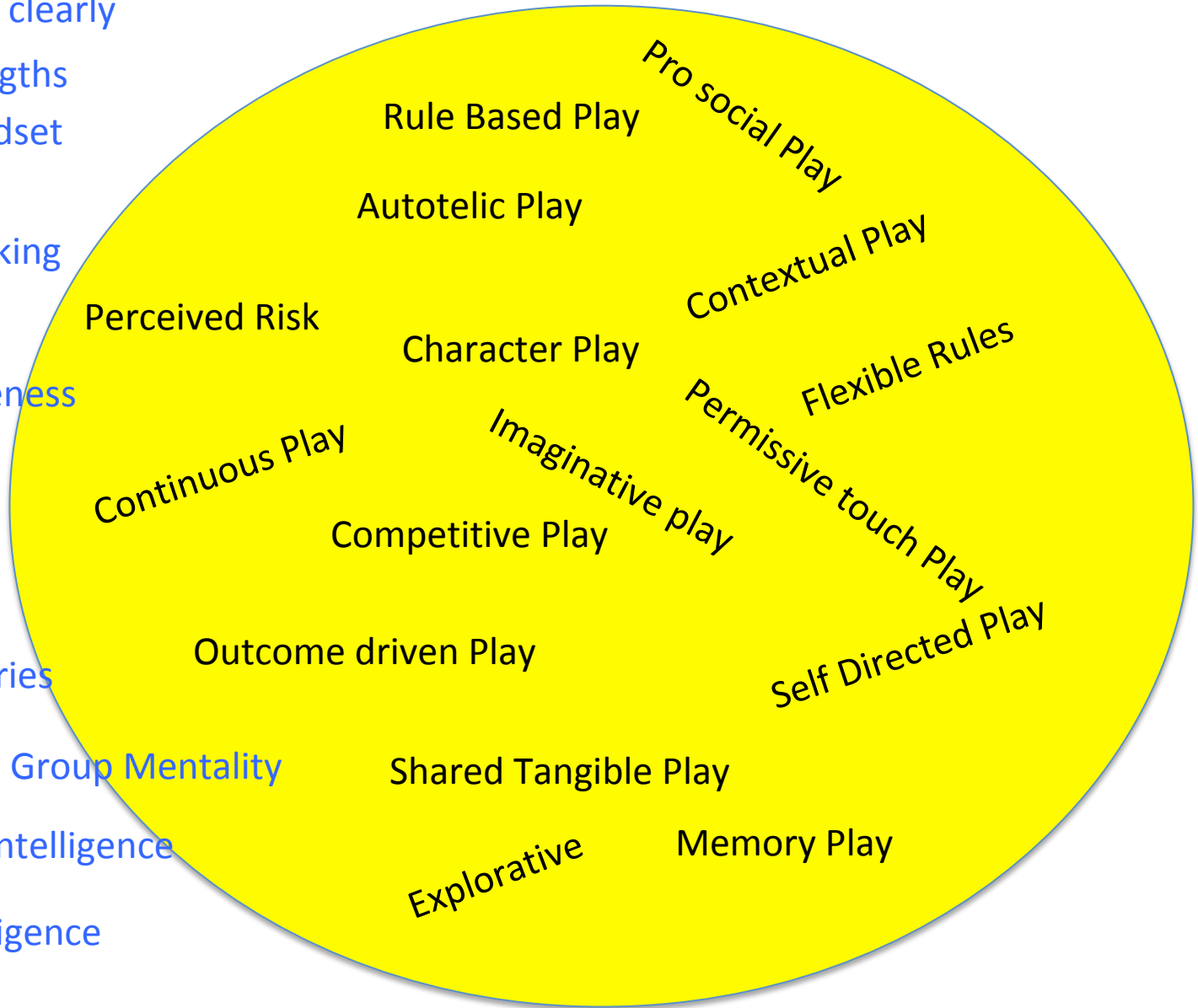
Pivot

Set boundaries

Understand Group Mentality

Emotional Intelligence

Social Intelligence



Pro social Play

Rule Based Play

Autotelic Play

Contextual Play

Character Play

Flexible Rules

Perceived Risk

Permissive touch Play

Continuous Play

Imaginative play

Competitive Play

Self Directed Play

Outcome driven Play

Shared Tangible Play

Memory Play

Explorative

# Externally DETERMINED PLAY

Values

Growth Mindset

Flexible thinking

Social Awareness

Adapt

Set boundaries

Understand Group Mentality

Emotional Intelligence

Social Intelligence

Pivot

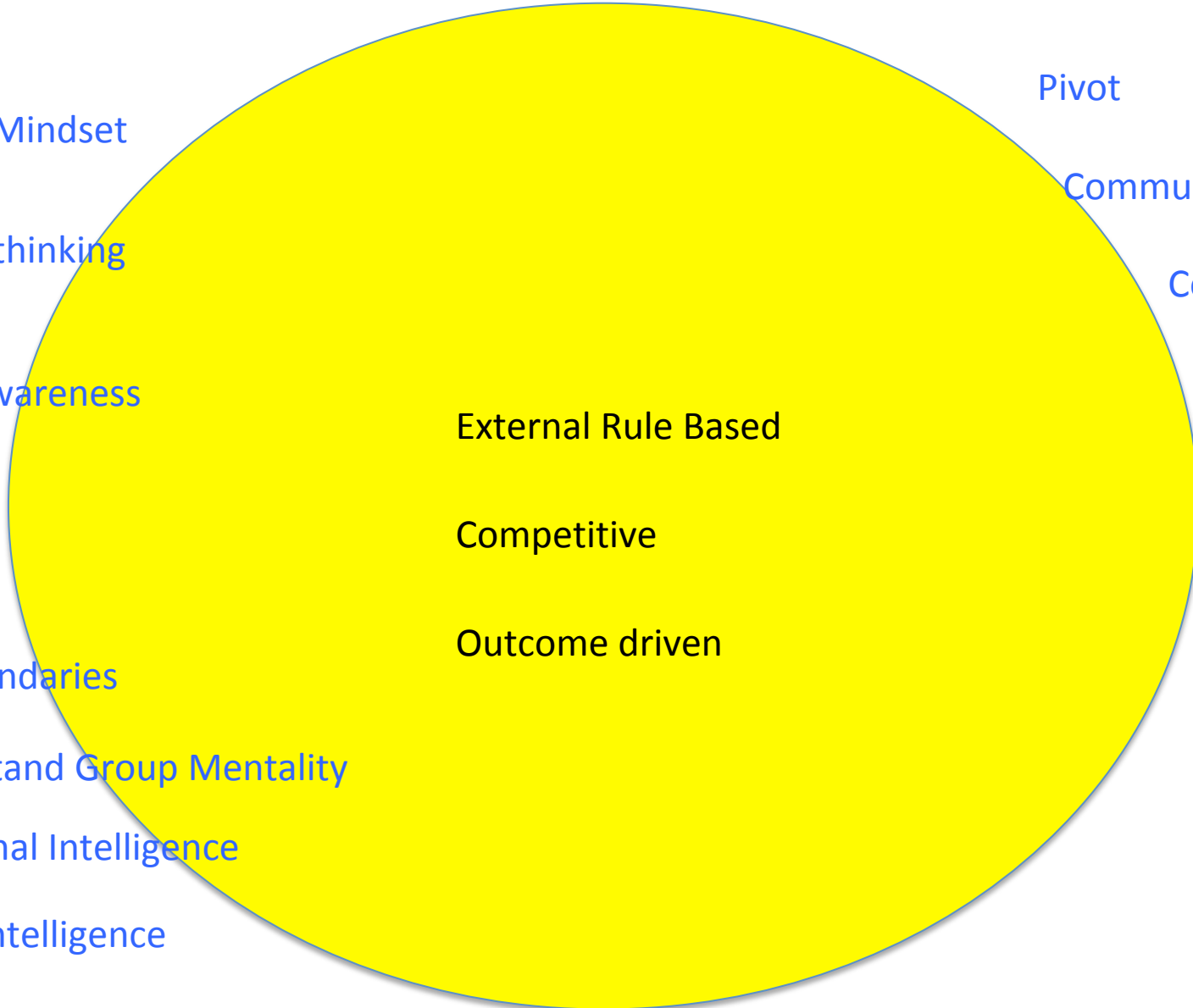
Communicate clearly

Co Create

External Rule Based

Competitive

Outcome driven





# Play Etymology

European

Old Saxon *plegan* vouch for, take charge of

Source: Old Frisian *plega* tend to

Middle Dutch *pleyen* rejoice, be glad

German *pflegen* take care of, cultivate

Play in ceremonies

“Play is not the opposite of work.  
Play is an extremely serious concept critical for learning...”

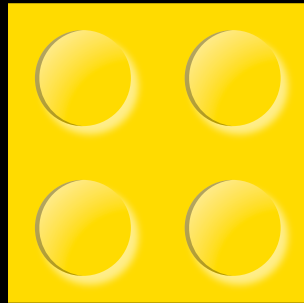
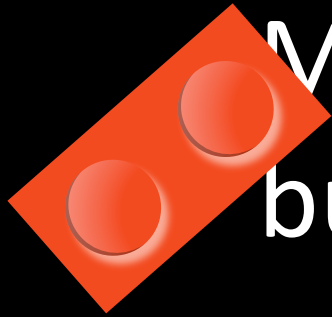
- Playfulness is necessary for personal development, from infancy to old age
- Playfulness is a necessary component of creativity
- Playfulness is an important component of cultural evolution

Mihalyi Csikszentmihalyi Serious Play Conference, Seattle, WA

# NEED

- 1 partner
- 1 bag Lego<sup>®</sup> between 2

You have  
Moments to  
build



# Explain the tower as a work- life metaphor

This represents my work life  
balance because...



# Build a representation of when you are at your best at work...

- Who was there? What happened? How did it feel?
- When you listen, please do so without comment and then retell it back.
- Finally – tell them the values, strengths or positives you noticed

# VIA Classification of Character Strengths

(Peterson and Seligman)

## Wisdom

- Creativity
- Curiosity
- Judgment
- Love of Learning
- Perspective

## Courage

- Bravery
- Industry
- Authenticity
- Zest

## Love

- Intimacy
- Kindness
- Social Intelligence

## Justice

- Citizenship
- Fairness
- Leadership

## Temperance

- Forgiveness
- Humility
- Prudence
- Self-Control

## Transcendence

- Awe
- Gratitude
- Hope
- Humor
- Spirituality

# Tangible Play allows 3D strategies to unfold

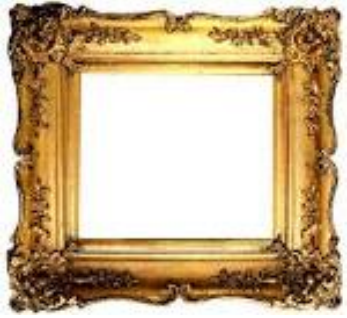




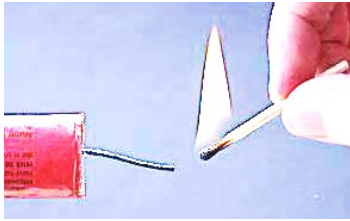
# Playworks® Oz Facilitation

Five steps to introducing successful  
Work Play strategies





Framing



Priming



Choosing activities



How to Debrief



Learning

- Tangibles in meetings create openness and clarity, allowing ideas to be built upon. Directs focus on solutions rather than personalities.
- When we play we drop our titles and masks and become more human
- What could we do to be just 3% more playful at work? What will that look like?

# Tangible



**An Attitude  
of  
Play**



# Playful environments



- That is playful, creative and flexible
- That's an Agile process



# Follow up Webs

<https://www.officevibe.com/blog/fun-company-culture-good-business>

<https://www.nytimes.com/2013/03/16/business/at-google-a-place-to-work-and-play.html>

- [viacharacter.org](http://viacharacter.org)

<http://fortune.com/2016/05/12/the-open-office-concept-is-dead/>