



# Activity, Sport and Play for the Inclusion of Refugees in Europe

## Reflective exercise–“Iceberg”



### Playing field 2

Values and conflicts



### Duration

25 minutes



### Material

Flipchart, pens,



### Group Size

2+



### Aim

Raise awareness of values as a core element of culture and potential for conflicts, based on differentiations in values



### Age

16+



### Source

Qualification measure  
"Fit for Diversity" of "Integration  
through Sport  
programme"/DOSB [www.integration.dosb.de](http://www.integration.dosb.de)

## 1. Information

The idea of the iceberg model is that values, as the core element of the culture, are not visible. During the first interaction with people of a different origin you might notice some obvious differences in terms of appearance. However, you cannot know about the values of the other person. By assuming that everyone defines bad and good in the same way, people can be irritated and start to judge others in a negative way. An illustration of an iceberg can support the facilitator to make the group more sensitive to this issue.

## 2. Description

The facilitator (trainer, coach, teacher etc.) paints an iceberg with a small tip above the surface of the ocean and a big body under the water. Then he/she asks the group a question, e.g.: "What is culture for you". The group should give all the ideas/words spontaneously emerged in their heads. The facilitator places these words on the flipchart with the picture of the iceberg and categorises hereby: the obvious things should be placed in the tip above the water, deeper insights into the definition of culture in the iceberg's body under the water. When the participants have no ideas anymore, the facilitator explains the speciality and trickiness of an iceberg and initiates the subsequent reflective discussion.

## 3. Adaptations



Supported by the European  
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## 4. Evaluation / Debriefing

At the end of the session, the facilitator should seek feedback from the group on what they found.

Key points to highlight include:

- The biggest part of an iceberg sits under water and is not seen (and this represents the fundamental basis of values). What we can see is just the small tip of this huge ice edifice (in our analogy, this represents a few obvious differences on the surface).
- When two icebergs come close to each other it is the parts under the water which first collide and which can clash. The same situation often applies to intercultural encounters.
- Clashes of people with different cultural backgrounds are not rare. The only way to prevent these clashes is through an open and tolerant interaction, communication, reciprocal questioning and reciprocal listening.



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