

# Walt Disney method

## Description

This creativity method developed by Robert B. Dilts is based on a practice that Walt Disney applied for the development of ideas in his group of companies. What this method involves is to assume consecutive, different roles to view a topic from various perspectives. It can be used by groups and individuals. The method encourages change of perspective and facilitates a versatile manner of looking at things regarding a topic, or critical reflection on that topic.

## Typical areas of application

- The method can be used for intensifying analyses of a topic.
- Similarly, it can be used to place goals and ideas in concrete terms, for example when it comes to defining individual learning goals.

## Learning objectives

### Cognitive:

- Change of perspective
- Phantasy and imagination
- critical reflection

## Specific approach – ‘how it’s done’

- The idea, question or topic being dealt with is first defined in detail.
- Three chairs are set up, each marked either as realist, dreamer or critic.
- The group is divided into three small groups. They discuss the topic or problem in that they argue from the perspective of their own role.
- In the role of the dreamer, one can remember a situation in which one was particularly creative and visionary. It is believed that everything is feasible, and a basically positive attitude is taken toward new ideas.
- In the realist chair, one remembers situations in which one found good in practical or indeed pragmatic solutions. One is a planner who thinks of the realisation of their goal.
- The critic chair should be associated with memories concerning critical feedback. Here, one is a critical advisor and friend, and lists all risks and hazards.
- After a while, places and roles are exchanged. This is done as many times as necessary until a satisfactory result is found. This requires steering from the trainer, who introduces the role exchange at the right time and records results.

## Framework conditions

**Social form:** Group work

**Number of participants:** up to 25

**Media:** Models/materials

**Time:** up to 40 minutes

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