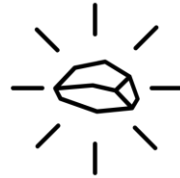


PL.:Y



The Alchemist's Workshop

Advanced Interactive Workshop Design
for Experienced Facilitators

Workshop Series

(Day 1)

Dr. Mahmoud Natout



Check-In



امي نامت عبكير



نطرونا كتير



زعلي طول

آه فزعانة يا قلبي



الديك بيدن كوكو كو كو



بحبك يا لبنان

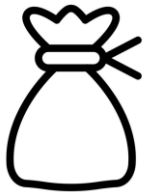


Intros.



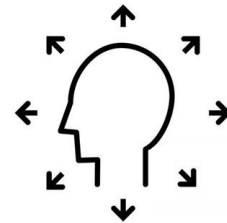
1. Name

2. Background



3. Attribute (as a trainer/professional)

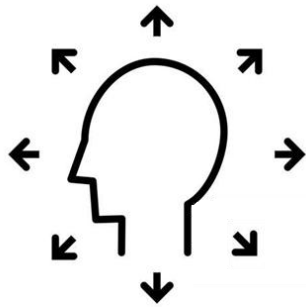
4. Intention



The Wind Blows

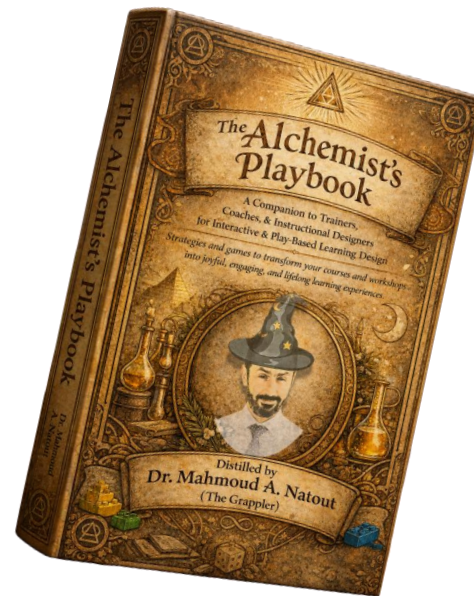


Intentions versus Expectations



Why Alchemy?

Alchemists sought to transform ordinary material into extraordinary things, with the ultimate goals of creating gold and discovering the elixir of life.



Why Alchemy?

What does gold look like for you when you're designing and facilitating a learning experience?



The Alchemist's Playbook



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<u>The Who: About me, <i>the Grappler</i>, your guide</u>	<u>p. 15</u>
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Now step into your portal of choice, fellow alchemist.
I'll see you on the other side!

(Click on the portal if you're reading the electronic version)



The Alchemist's Workbench



The Seven Principles of the Alchemist's Workshop



Alchemical Principle 1: Play is Your Philosopher's Stone and Catalyst.



Alchemical Principle 2: Reverse the Equation – Start from Experience.



Alchemical Principle 3: Get Excited About Games — Then Transmute Them.



Alchemical Principle 4: Group Is Guru – Extract the Wisdom Embedded in the Crowd.



Alchemical Principle 5: Find Your Meta – The Golden Thread of the Learning Journey.



Alchemical Principle 6: Balance the Tria Prima – Spark, Flow, and Form.



Alchemical Principle 7: Fall Madly in Love with Ideas – Like a True Alchemist.

The Alchemist's Per-Ludic Table

Name of the Game					
The Quick Climate Check-in	8–30	~5–7	Low → Medium	Easy	Low
The Wind Blows	8–30	~10	Medium → High	Easy	Low
Catch or Receive	8–30	~10–15	Low → Medium	Easy	Low
Let's Line Up	10–50	~10–15	Medium → High	Easy	Low
Give Me 5 Things in Common	10–100	~10–15	Low → Medium	Easy	Low
This or That	Any size	~10	Medium	Easy	Low
Spot the Odd One Out	Any size	~10	Medium	Easy → Medium	Low
Name and Signature Move	8–30	~10–15	Medium → High	Easy	Low
Spot the Difference	Any size	~10–15	Low → Medium	Easy	Low
Let It Rain	10–40	~10–15	Medium → High	Easy	Low
The Pyramid Builders	8–48	~30–45	Medium	Medium	Medium
The Toothpick Challenge	Any size	~10–15	Low → Medium	Medium	Low

Name of the Game	Number of Games	Number of Wins	Number of Losses	Number of Ties	Percentage of Wins	Percentage of Losses	Percentage of Ties
Game 1	10	6	4	0	60%	40%	0%
Game 2	15	9	6	0	60%	40%	0%
Game 3	20	12	8	0	60%	40%	0%
Game 4	25	15	10	0	60%	40%	0%
Game 5	30	18	12	0	60%	40%	0%
Game 6	35	21	14	0	60%	40%	0%
Game 7	40	24	16	0	60%	40%	0%
Game 8	45	27	18	0	60%	40%	0%
Game 9	50	30	20	0	60%	40%	0%
Game 10	55	33	22	0	60%	40%	0%
Game 11	60	36	24	0	60%	40%	0%
Game 12	65	39	26	0	60%	40%	0%
Game 13	70	42	28	0	60%	40%	0%
Game 14	75	45	30	0	60%	40%	0%
Game 15	80	48	32	0	60%	40%	0%
Game 16	85	51	34	0	60%	40%	0%
Game 17	90	54	36	0	60%	40%	0%
Game 18	95	57	38	0	60%	40%	0%
Game 19	100	60	40	0	60%	40%	0%
Game 20	105	63	42	0	60%	40%	0%
Game 21	110	66	44	0	60%	40%	0%
Game 22	115	69	46	0	60%	40%	0%
Game 23	120	72	48	0	60%	40%	0%
Game 24	125	75	50	0	60%	40%	0%
Game 25	130	78	52	0	60%	40%	0%
Game 26	135	81	54	0	60%	40%	0%
Game 27	140	84	56	0	60%	40%	0%
Game 28	145	87	58	0	60%	40%	0%
Game 29	150	90	60	0	60%	40%	0%
Game 30	155	93	62	0	60%	40%	0%
Game 31	160	96	64	0	60%	40%	0%
Game 32	165	99	66	0	60%	40%	0%
Game 33	170	102	68	0	60%	40%	0%
Game 34	175	105	70	0	60%	40%	0%
Game 35	180	108	72	0	60%	40%	0%
Game 36	185	111	74	0	60%	40%	0%
Game 37	190	114	76	0	60%	40%	0%
Game 38	195	117	78	0	60%	40%	0%
Game 39	200	120	80	0	60%	40%	0%
Game 40	205	123	82	0	60%	40%	0%
Game 41	210	126	84	0	60%	40%	0%
Game 42	215	129	86	0	60%	40%	0%
Game 43	220	132	88	0	60%	40%	0%
Game 44	225	135	90	0	60%	40%	0%
Game 45	230	138	92	0	60%	40%	0%
Game 46	235	141	94	0	60%	40%	0%
Game 47	240	144	96	0	60%	40%	0%
Game 48	245	147	98	0	60%	40%	0%
Game 49	250	150	100	0	60%	40%	0%
Game 50	255	153	102	0	60%	40%	0%
Game 51	260	156	104	0	60%	40%	0%
Game 52	265	159	106	0	60%	40%	0%
Game 53	270	162	108	0	60%	40%	0%
Game 54	275	165	110	0	60%	40%	0%
Game 55	280	168	112	0	60%	40%	0%
Game 56	285	171	114				

The Quick Climate Check-in



Category

Category	Opening/Priming • Connection • Psychological Safety	Light, fast, and humanizing check-in that helps participants	Level
----------	---	--	-------

Category	Opening/Priming • Connection	Energy Level	Difficulty Level	Demand	Intention
	A light, fast, and humanizing check-in that...				

Group Size



8-30
participants

Time



~5-7
minutes

Energy Level



Low → Medium

Difficulty Level



Easy

Materials & Setup Demand



participants

Play Personalities Activated



Joker • Explorer

Joker • Explorer

Participants express their inner state through humor and lightness (Joker), and explore their own and other people's emotional landscape (Explorer).



Materials Needed



- Slides with a visual mood scale (Ex. 6 images representing different emotional states. I'll show a few examples below)

Primary Play Forms

Participants
(Social Pl
(Imagin
emot'

Intention

This game is designed to:

- Help participants

- 
- Designed to:**
- Help participants arrive and settle into the space
 - Surface the emotional and mental states present in the room
 - Break the fourth wall between facilitator and participants and spark light participation from everyone
 - Create early psychological safety through light, low-effort sharing
 - Build rapport and human connection
 - Prepare the ground for deeper engagement or a more reflective check-in (see the 'Receive' intentions setting game. You can use this lighthearted check-in as a more patient and thoughtful intentions-setting activity).
- Receive'** intentions setting game. You can use this lighthearted check-in (see the 'Receive' intentions setting game. You can use this lighthearted check-in as a more patient and thoughtful intentions-setting activity).

The Process

1. Set the frame

Introduce the activity:
"Let's do a quick..."
Emphasize...

Emphasize the wording:
"Not how you should..."

2. **Present the visual message.** Show a slide with the following text:

2. Present the visual mood scale
Show a slide with numbered 1-10.
Explain:
Participate

Explain:

- Participants can choose more than one number
- There are no right or wrong answers

Name of the Game

The Wind Blows



Category

Energizer • Transition • Connection • Psychological Safety • Scaffolding
A versatile game that can energize, connect, and gently open deeper layers of participation

Group Size	Time	Energy Level	Difficulty Level	Materials & Setup Demand
 8–30 participants	 ~10 minutes	 Medium → High	 Easy	 Low
Play Personalities Activated 			Primary Play Forms Involved 	
Joker • Kinesthete • Storyteller This game activates playful expression through humor, movement, and spontaneous micro-storytelling, while naturally strengthening social connection.			Movement Play • Social Play • Narrative Play Movement and interaction drive the game, while spontaneous prompts introduce elements of improvisation and micro-storytelling.	
Materials Needed 			Setup & Preparation 	
Chairs equal to the number of participants minus one <i>(Example: 20 participants = 19 chairs. If you're joining the game, include yourself in the count.)</i>			- Arrange chairs in a circle, about half a meter (≈2 feet) apart - Ensure enough space for safe and easy movement between chairs	
Intention 				
This game is designed to: - Energize the group at the start of a workshop or during transitions (ex. after breaks) - Create a safe and playful space for participation and connection				

The Goldmine

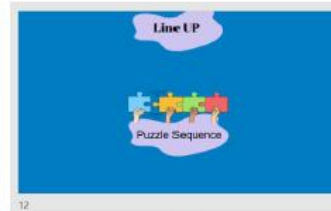
A Case Experiment from the Laboratory of Life



From there, I introduced the Hero's Journey (Slide 11) as the meta-narrative for the whole workshop.

But, as anticipated in the pre-design phase, I knew this might still remain too abstract. So, I moved immediately into a second intuitive prompt: a puzzle that led participants to guess the story of Jack and the Beanstalk (Slide 12).

So, instead of revealing the story, I invited the participants to guess, in small groups, what it was by solving the below puzzle pieces (printed and cut out on cardboard cards). Their task was to arrange them in chronological order:



Upon completing the puzzles, most participants identified the story. I asked one participant to summarize the story for everyone to ensure all participants were now familiar with it.

Then, in Slide 13, I made that narrative explicit and familiar, showing the broad arc of the story and how it maps onto the Hero's Journey. Now, it can serve as the narrative spine of the session.



3. The Scrolls of Transformational Ideas

We've played.
We've grappled.
We've grown.

Before we close, I want to leave you with something a little different.

This section is a collection of short, distilled reflections on ideas that have shaped me: books I've read, concepts I've grappled with, and insights that have stayed with me long after the last page was turned.

Think of them as scrolls.

They are not summaries.
They are not reviews.
They are **distillations**.

Each one captures a piece of gold—an idea that another thinker, writer, or practitioner has forged through their own experience. What I've done is take that gold and transmute it into something that speaks to the craft of learning design, facilitation, and personal development.

These are the ideas that sit quietly in the background when I design a workshop.
The ones that shape how I see a group.
How I listen.
How I intervene, or choose not to.

They influence not only *what* I do, but *how* I show up.

My hope is that as you move through these scrolls, something resonates.
An idea sharpens your thinking.
A perspective shifts how you design.
A question stays with you a little longer than expected.

Because in the end, becoming a better facilitator is not only about mastering tools.

It is also about expanding the way you see the world and the people in front of you.

Alchemist's Workbench



The Seven Principles of the Alchemist's Workshop



Alchemical Principle 1: Play is Your Philosopher's Stone and Catalyst.



Alchemical Principle 2: Reverse the Equation: Start from Experience.



Alchemical Principle 3: Get Excited About Games, then Transmute Them.



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Alchemical Principle 7: Fall Madly in Love with Ideas, Like a True Alchemist.

How creative do you rate yourself to be?



1



2

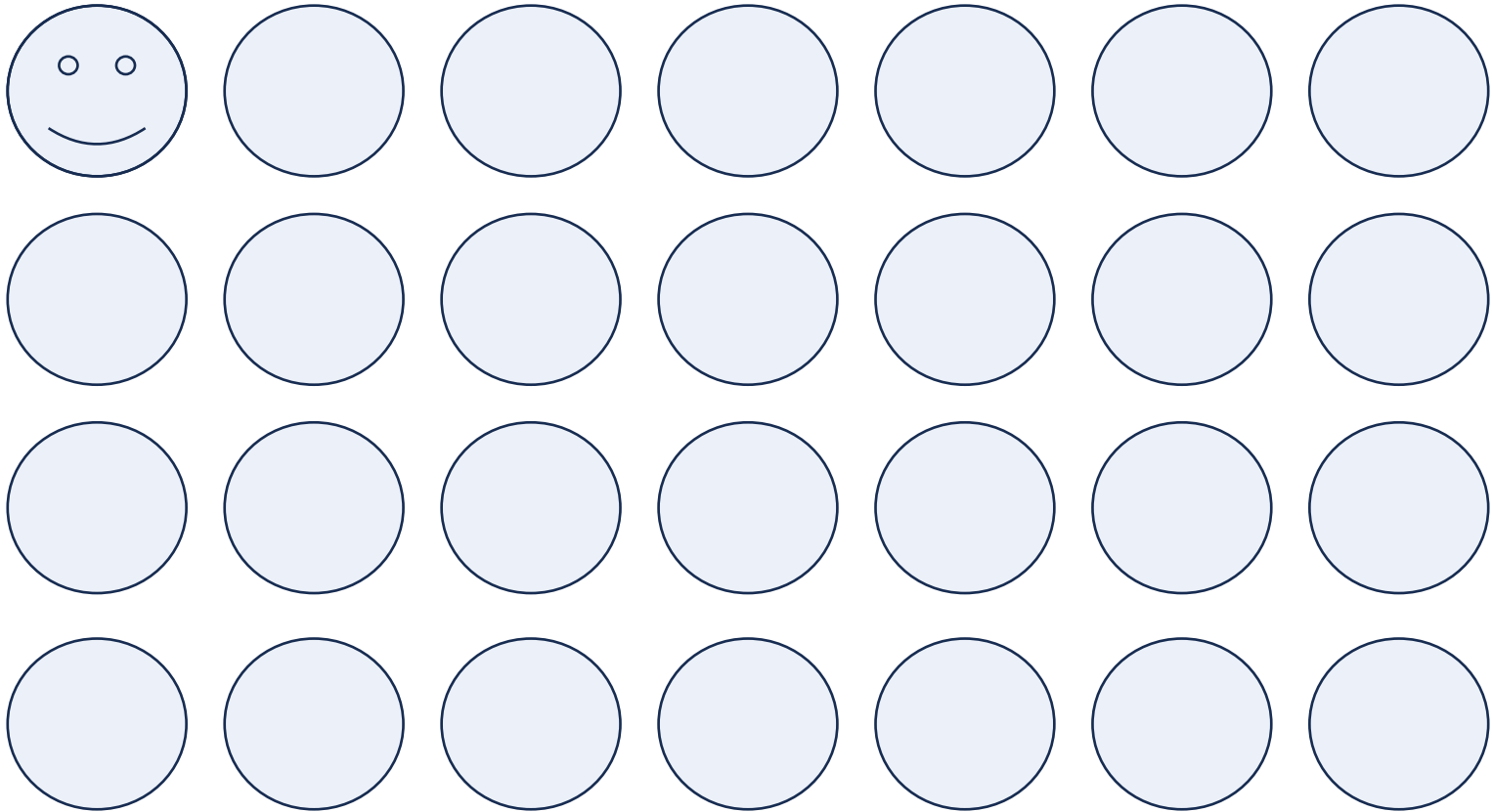


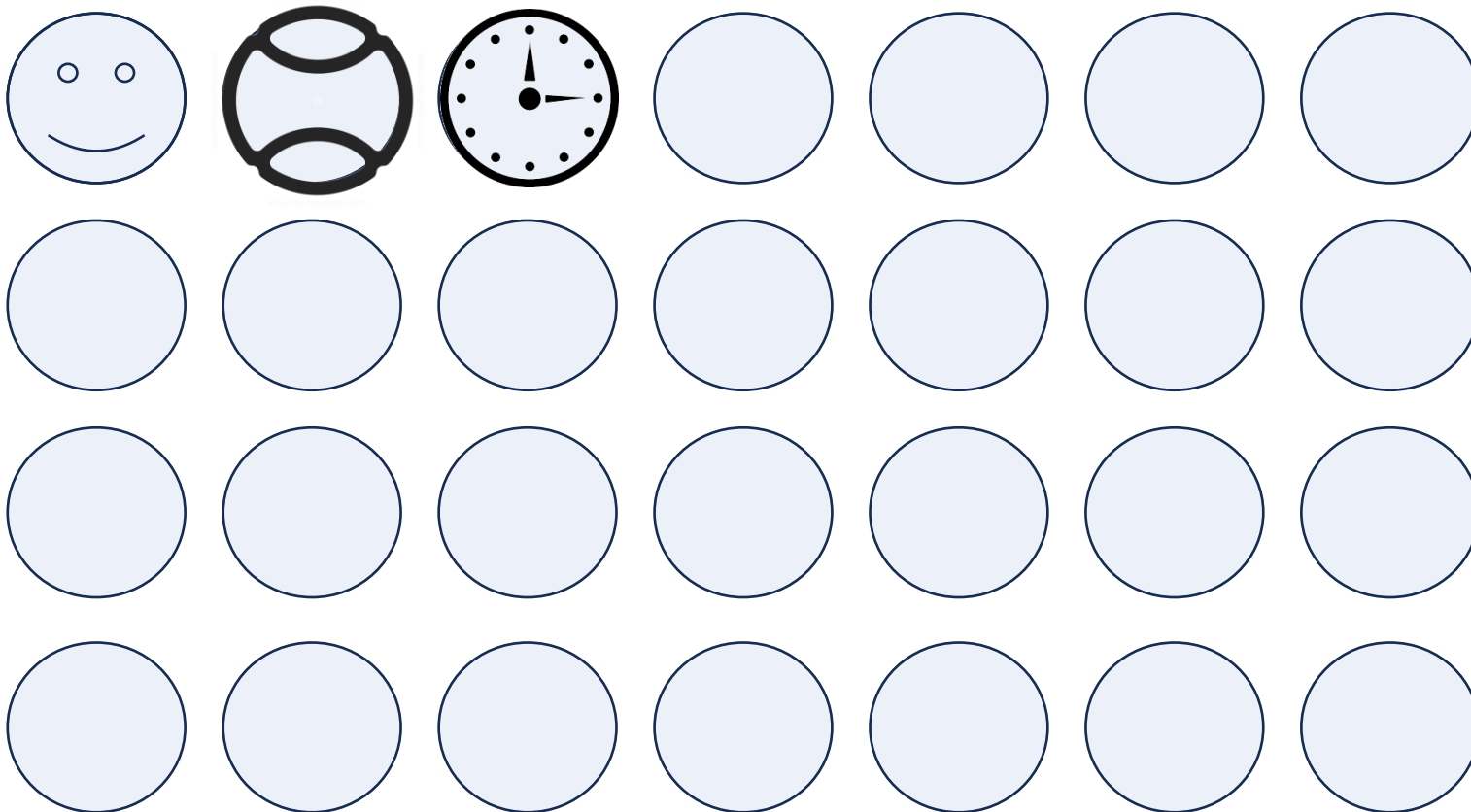
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4

Alchemical Principle 1

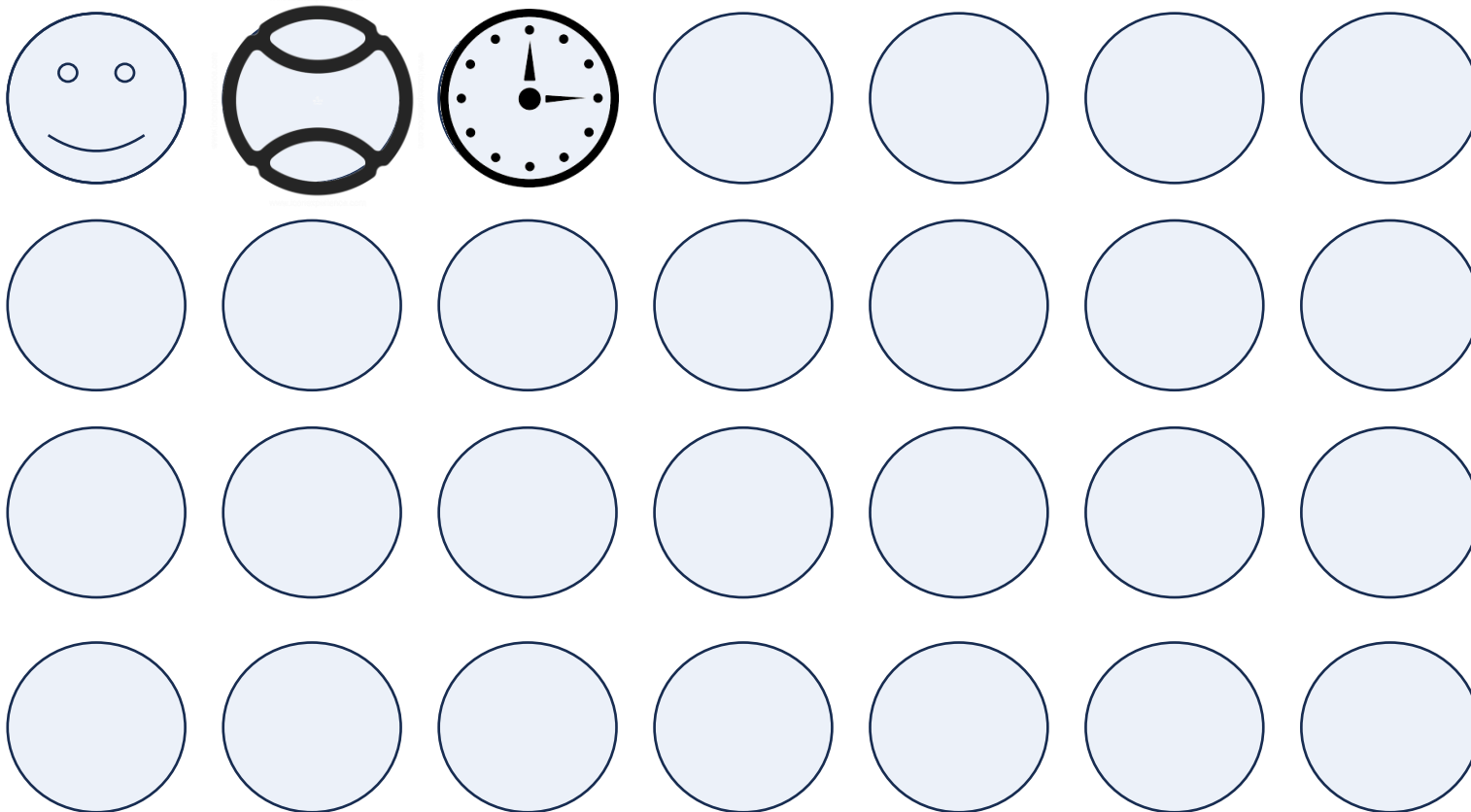


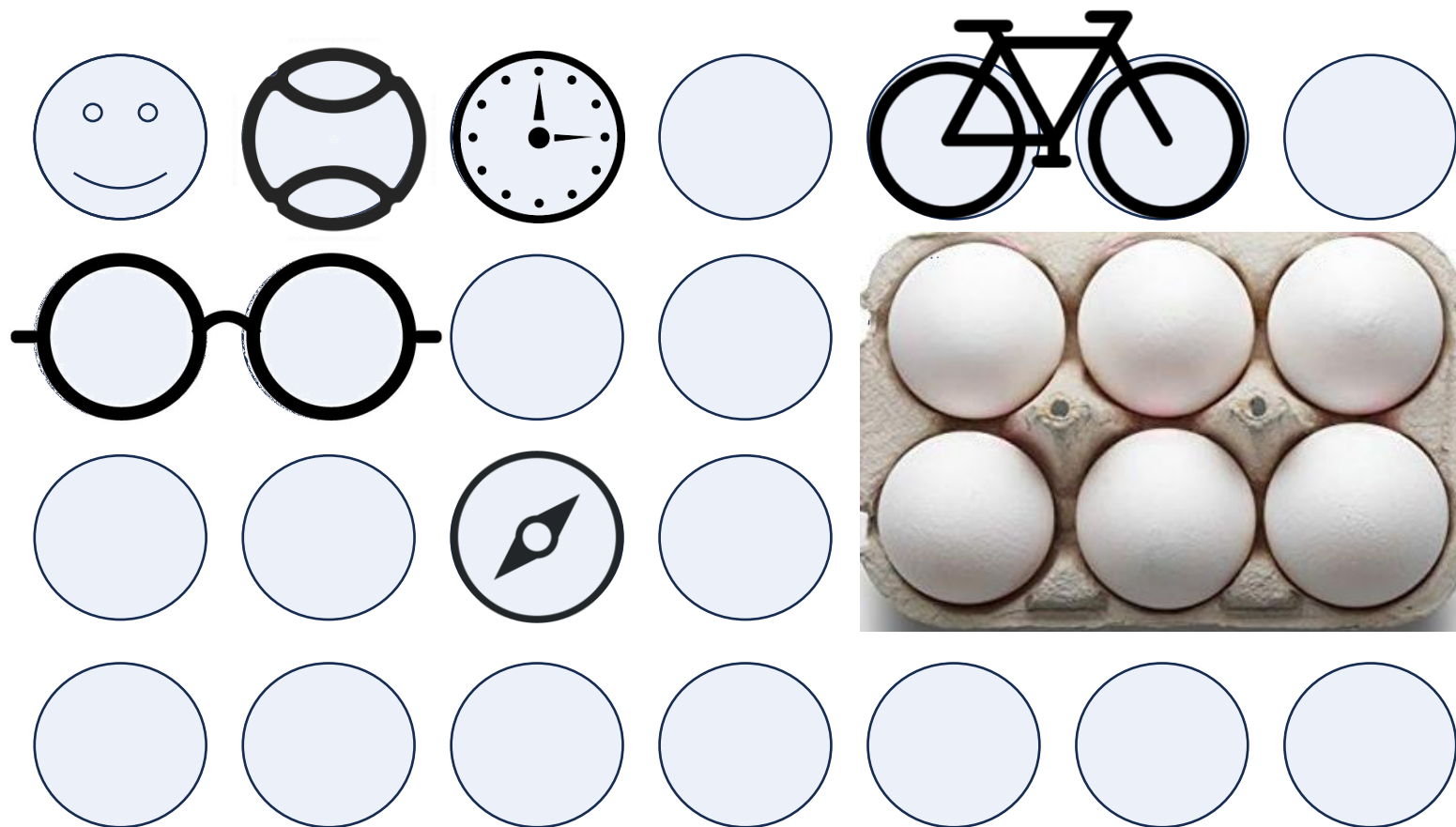


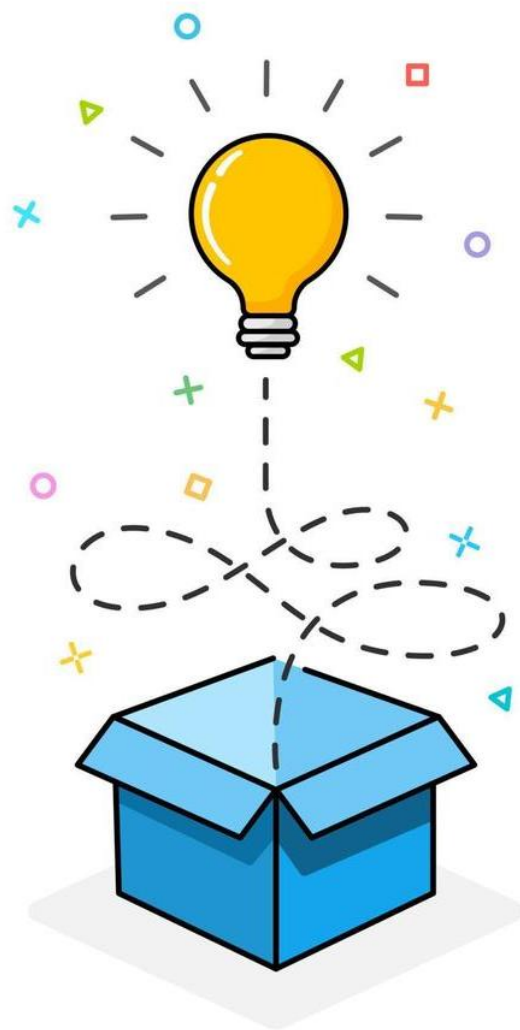
1:00

PL:Y

0 – 7? 7 – 14? 14 – 21? 21 – 28?

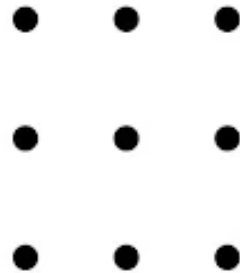






Thinking outside the box

9 dots puzzle



Psychologist J. P. Guilford

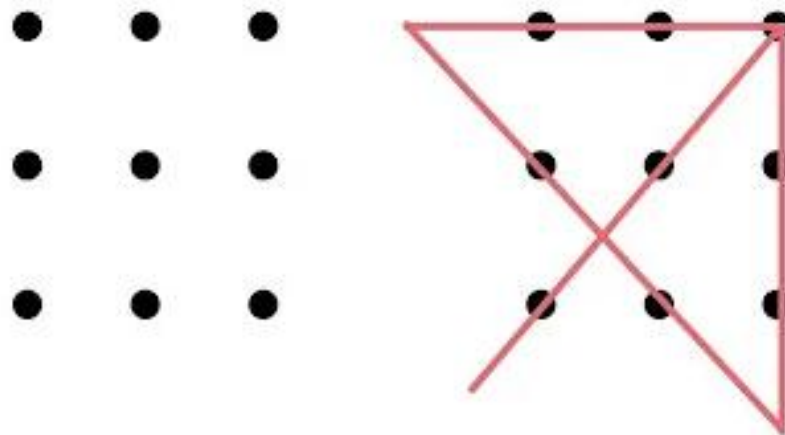
Study of creativity and divergent thinking

Challenged research subjects to connect all nine dots using just four straight lines without lifting their pencils from the page



Thinking outside the box

9 dots puzzle





John Cleese

English actor, comedian, screenwriter,
producer, and presenter

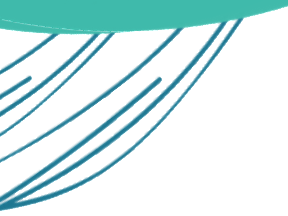
Alchemical Principle 1: Play is Your Philosopher's Stone



Philosopher's Stone

What it is: The legendary catalyst believed to transform base metals into gold and grant insight.

Metaphor: Play: the real catalyst that turns ordinary experience into transformative learning and opens a third space for experimentation and exploration.



“The opposite of play is not work; it’s depression.”

- Brian-Sutton Smith, Play Theorist

“We don't stop playing because we grow old; we grow old because we stop playing.”

- George Bernard Shaw, Playwright

Play Memory in a Hat



The Eight Play Personalities

	The Joker Gets excited about humor, nonsense, and playful chaos.
	The Director Enjoys planning, organizing, and orchestrating experiences.
	The Competitor Thrives on challenge, strategy, and the thrill of winning.
	The Explorer Loves novelty, discovery, and new experiences.
	The <u>Kinesthete</u> Finds joy in movement and physical interaction.
	The Artist / Creator Enjoys making, building, designing, and inventing.
	The Collector Finds satisfaction in organizing, categorizing, and completing sets.
	The Storyteller Is energized by narrative, characters, and dramatic expression.

Your Play Personalities

In small groups:

Identify your dominant play personalities based on how you liked to play as a child / early adult.

The Alchemist's Workshop



Principle 1: Play is Your Philosopher's Stone and Catalyst

The Eight Play Personalities

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	The <u>Kinesthete</u> Finds joy in movement and physical interaction.
	The Artist / Creator Enjoys making, building, designing, and inventing.
	The Collector Finds satisfaction in organizing, categorizing, and completing sets.
	The Storyteller Is energized by narrative, characters, and dramatic expression.



Brown, S., & Vaughan, C. (2009). *Play: How it shapes the brain, opens the imagination, and invigorates the soul*. Penguin.

Name of the Game

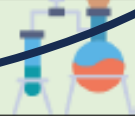
The Wind Blows



Category

Energizer • Transition • Connection • Psychological Safety • Scaffolding

A versatile game that can energize, connect, and gently open deeper layers of participation

Group Size	Time	Energy Level	Difficulty Level	Materials & Setup Demand
 8–30 participants	 ~10 minutes	 Medium → High	 Easy	 Low
Play Personalities Activated		Primary Play Forms Involved		
 Joker • Kinesthete • Storyteller This game activates playful expression through humor, movement, and spontaneous micro-storytelling, while naturally strengthening social connection.		 Movement Play • Social Play • Narrative Play Movement and interaction drive the game, while spontaneous prompts introduce elements of improvisation and micro-storytelling.		
Materials Needed		Setup & Preparation		
				

Practical Tip 1.1: Start with Movement

If there is one practical insight from Dr. Brown's hierarchy of play, it is this:

Start with movement whenever possible.

Movement play is one of the most natural and universal forms of play. Almost everyone can participate in it easily.

Once participants are physically engaged, other forms of play become easier to activate.

This insight aligns with a famous principle from LEGO® Serious Play®:

"Move your hands, move your mind."

I believe this applies to movement in general.

When I move, I think differently. When groups move, conversations become more creative.

Body and mind are deeply interconnected.

So whenever possible, begin with motion.

It opens the door to imagination, storytelling, and creative thinking.



What are you doing exactly?



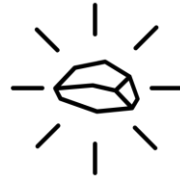
Play-Work

Name of the Game	Category	Opening / Priming	Psychological Safety / Ice-Breaker	Group Size	Time	Energy Level	Play Personalities Activated	Materials Needed	Intention	Setup & Preparation	Primary Play Forms Involved	Difficulty Level	Materials & Setup Demand
Let's Line Up	Activator / Energizer • Connection • Opening / Priming	A fast-paced, embodied activity that builds connection through playful coordination.		10-50 participants	~10-15 minutes	Low → Medium	Explorer • Collector	None	This game is designed to: • Build quick connections • Lower social barriers and ease into an activity			Easy	Low
Give Me 5 Things in Common	Opening / Priming • Psychological Safety / Ice-Breaker	A simple yet powerful activity that builds connection by gently inviting participants into interaction.		10-100 participants	~10-15 minutes	Low → Medium	Explorer • Collector	None	This game is designed to: • Strengthen listening and group awareness • Develop patience and comfort with silence			Easy	Low
Spot the Difference	Activator/Energizer • Connection	A simple, playful activity that sharpens observation.		Pairs (can scale to any group size)	~10-15 minutes	Low	Explorer • Joker • Kinesthetic	None	This game is designed to: • Sharpen observation and attention • Wake up curiosity in a light and engaging way			Easy	Low
Counting on You	Opening/Priming • Connection • Transition	A quiet yet powerful group exercise that builds collective awareness, patience, and deep listening through shared responsibility.		8-30 participants	~10-15 minutes	Low	Joker • Director • Competitor	None		Participants tune into each other's timing, rhythm, and presence (Attunement Play) while working together toward a shared goal through subtle coordination (Social Play).		Easy	Low
Sketch My Back & I'll Sketch Yours	Opening / Priming • Psychological Safety / Ice-Breaker	A structured communication and negotiation exercise that builds trust and negotiation skills.		8-30 participants	~20-30 minutes	Low	Director • Artist/Creative	None		Participants organize themselves to develop quick strategic methods (Director), and about each other (Explorer).		Easy	Low
Name and Signature Movement	Psychological Safety / Ice-Breaker	An embodied introduction that builds connection through mirroring.		8-30 participants	~10-15 minutes	Low	Joker • Kinesthetic	None		Participants explore their physicality through movement and showing.		Easy	Low

Check-out

- How are you feeling now?
- What is one thing you are taking with you from today?
- What is one thing you need for tomorrow?

PL:Y



The Alchemist's Workshop

Advanced Interactive Workshop Design
for Experienced Facilitators

Workshop Series

(Day 2)

Dr. Mahmoud Natout



How are you arriving/feeling?

(1)



(2)



(3)



(4)



(5)



(6)

الحالة تعبانة يا ليلي خطبة ما فيش
وانتي غنيّة يا ليلي ونحننا دراویش
الحالة تعبانة يا ليلي خطبة ما فيش
وانتي غنيّة يا ليلي ونحننا دراویش
انتي ب وادي ونحننا ب وادي
كل لحظة تبعّدنا زيادة
أرض العنّا بلا سجادة
وانتي معوّدة تمشي عالريش

The Alchemist's Workshop



Principle 1: Play is Your Philosopher's Stone and Catalyst

Play-Work

Name of the Game

Sketch My Back & I'll Sketch
(Also known as Back-to-Back Drawing. But the Joker in me couldn't resist the y)

Category

Opening / Priming • Psychological
A structured communication and p distorted, and negotiated through

Group Size

8-30 participants

Time

~20-30 minutes

Energy Level

Low

Play Personalities Activated

Director • Artist/Crea

Participants collaborate: organize themselves eff develop quick strateg methods (Director), a about each other (Ex

Materials Needed

None

Intention

This game is designe
• Build quick connect
• Lower social barriers and ease

Name of the Game

Let's Line Up

Category

Activator / Energizer • Connection • Of
A fast-paced, embodied activity that bu the group through playful coordination

Group Size

10-50 participants

Time

~10-15 minutes

Energy Level

Medium

Play Personalities Activated

Explorer • Collector

Participants explore similarities w (Explorer) and gather shared trail and patterns between them (Co

Materials Needed

None

Intention

This game is designe
• Sharpen observation and attentne
• Wake up curiosity in a light and engaging way

Name of the Game

Give Me 5 Things in Common

Category

Opening / Priming • Psychological Safety / Ic
A simple yet powerful activity that builds cor gently invites participants into interaction

Group Size

10-100 participants

Time

~10-15 minutes

Energy Level

Low → Me

Play Personalities Activated

Explorer • Joker • Kinesthet

Participants engage curiosity (Explorer), enjoy the playful (Joker), interact physically embodied changes (Kinesth intentional choices about

Materials Needed

None

Intention

This game is designed to:
• Strengthen listening and group awareness
• Develop patience and comfort with silence
• Invite participants to be fully present

Name of the Game

Spot the Difference

Category

Activator/Energizer • Connection
A simple, playful activity that sharpens

Group Size

Pairs (can scale to any group size)

Time

~10-15 minutes

Energy Level

Low

Play Personalities Activated

Joker • Director • Competitor

Participants navigate the playful tension of "falling together" and restarting (Joker), regulate themselves and the group through timing and awareness (Director), and collectively strive to complete the challenge successfully (Competitor).

Materials Needed

None

Setup & Preparation

• Ask participants to stand or sit in a close circle
• Ensure the environment is quiet enough for
• Invite participants to be fully present

Name of the Game

Counting on You

Category

Opening/Priming • Connection • Transition
A quiet yet powerful group exercise that builds collective awareness, patience, and deep listening

Group Size

8-30 participants

Time

~10-15 minutes

Energy Level

Low

Play Personalities Activated

Joker • Director • Competitor

Participants tune into each other's timing, rhythm, and presence (Attunement Play) while working together toward a shared goal through subtle coordination (Social Play).

Materials & Setup

Low

Primary Play Forms Involved

Attunement Play • Social Play

Difficulty Level

Easy

Materials & Setup

Low



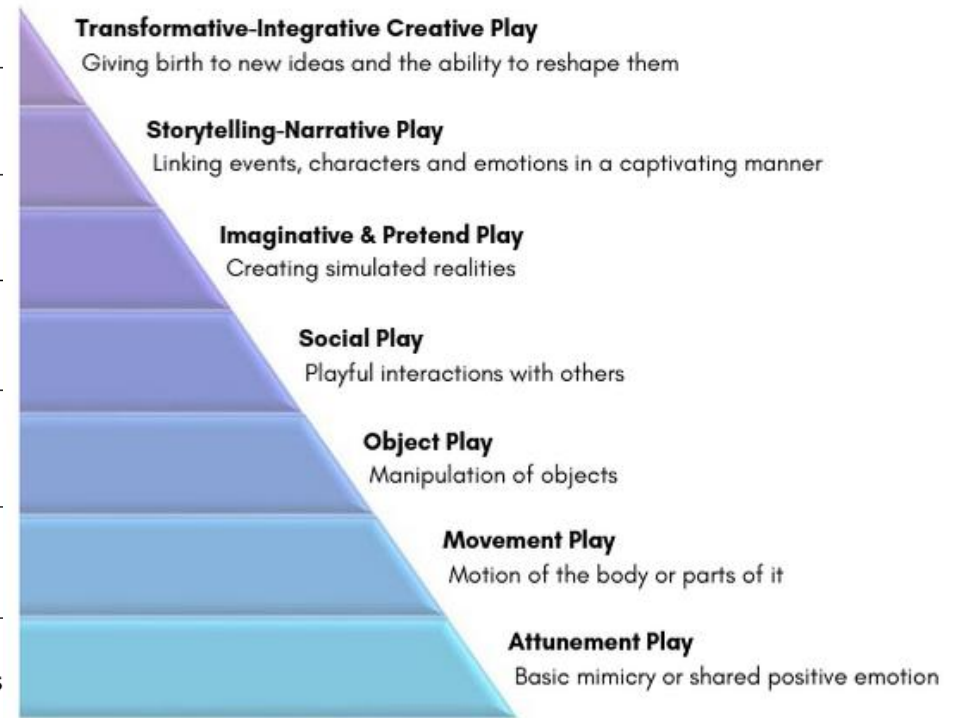
What's in a name? That which we
call a rose by any other name
would smell as sweet.

William Shakespeare



The Eight Play Personalities

	The Joker Gets excited about humor, nonsense, and playful chaos.
	The Director Enjoys planning, organizing, and orchestrating experiences.
	The Competitor Thrives on challenge, strategy, and the thrill of winning.
	The Explorer Loves novelty, discovery, and new experiences.
	The <u>Kinesthete</u> Finds joy in movement and physical interaction.
	The Artist / Creator Enjoys making, building, designing, and inventing.
	The Collector Finds satisfaction in organizing, categorizing, and completing sets.
	The Storyteller Is energized by narrative, characters, and dramatic expression.



Name and Signature

Name of the Game				
Name and Signature Move				
Category				
Psychological Safety / Ice-Breaker • Activator/Energizer • Connection • Opening/Priming				
An embodied introduction that builds presence, voice, and recognition through movement and mirroring				
Group Size	Time	Energy Level	Difficulty Level	Materials & Setup Demand
 8–30 participants	 ~10–15 minutes	 Medium → High	 Easy	 Low
Play Personalities Activated		Primary Play Forms Involved		
 Joker • Kinesthete • Artist/Creator Participants dramatically express themselves through movement and voice (Joker), engage physically through gesture (Kinesthete), and explore creative ways of expression and showing up (Artist/Creator).		 Movement Play • Social Play • Attunement Play • Imaginative Play Participants embody expression through movement (Movement Play), connect as a group (Social Play), mirror and synchronize with others (Attunement Play), and creatively interpret identity through gesture (Imaginative Play).		
Materials Needed		Setup & Preparation		
				

Name and Signature

Debrief & Distillation



- What did you notice when the group mirrored you?
- How did it feel to be seen and echoed by everyone?
- What changed as the activity progressed?
- What helped you feel more comfortable participating?

Bridge to application:

- How does mirroring show up in communication at work or school?
- Where do we acknowledge, or fail to acknowledge, each other's voice?

Name and Signature

Transmutation Pathways



This game adapts easily to different contexts and themes.

1. Concept Embodiment Variation

Instead of names, participants express:

- A word or phrase from their work context
(Ex. “tight deadline,” “teamwork,” “policy,” “innovation”)

They embody it through voice and movement.

The group mirrors it.

This allows participants to:

- Bring abstract concepts into the body
- See how others interpret the same idea
- Surface shared (or different) experiences

2. Communication & Public Speaking

I use this activity to highlight:

- Finding your unique voice
- Expressing identity through presence
- How expression resonates with others

Name and Signature

The Grappler's Guidance



1. Your model sets the tone

If you model simplicity, participants will feel safe.

If you model boldness, they may stretch.

Start simple.

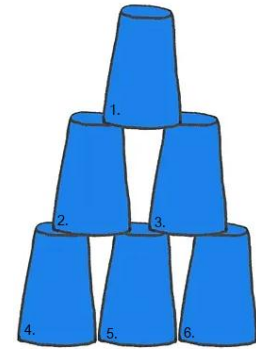
Let complexity emerge later.

Alchemical Principle 2

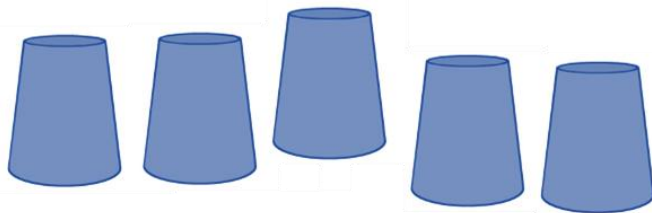


Let's Play Building a Pyramid

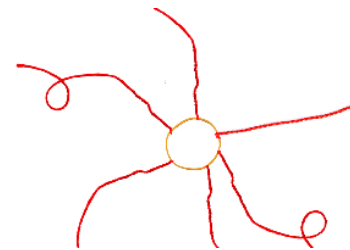
The Goal: build a pyramid out of the cups.



The Challenge: you must do this only using the tool and materials available to you. No direct hand contact with the cups is allowed.



Your Materials

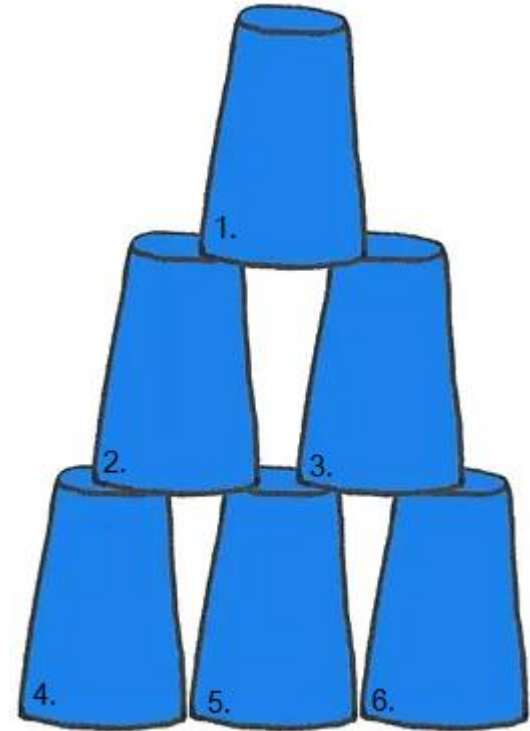


Your Tool

Let's Play

Building a Pyramid

- Think of **6 things** you **prioritize** the most or give the most **attention** to when **designing a workshop**
- Number the cups from 1 to 6
- Write those things in order on the cups (priority 1 on cup 1, priority 2 on cup 2, etc.)

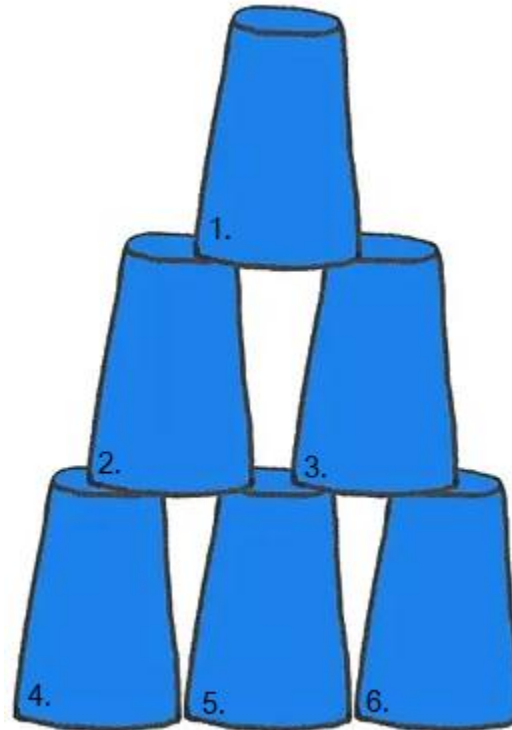


Building a Pyramid



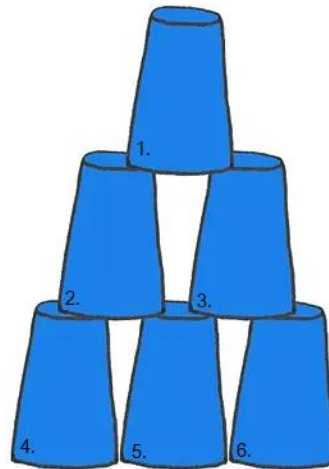
Building the Pyramid

01:00



Building the Pyramid

Present your pyramid



Name of the Game				
The Pyramid Builders				
Category				
Scaffolding/Catalyst • Connection A powerful group activity that structures thinking while surfacing collective wisdom and shared meaning				
Group Size 	Time 	Energy Level 	Difficulty Level 	Materials & Setup Demand 
8–48 participants (in groups of 3–6)	~30–45 minutes	Medium	Medium	Medium
Play Personalities Activated 		Primary Play Forms Involved 		
Director • Explorer • Kinesthete • Storyteller This game invites participants to organize and guide collective effort (Director), explore ideas and possibilities (Explorer), engage physically with the build (Kinesthete), and construct meaning through shared interpretation (Storyteller).		Social Play • Object Play • Attunement Play Participants collaborate and interact closely (Social Play), manipulate physical objects to achieve a goal (Object Play), and coordinate timing and collective movement (Attunement Play).		
Materials Needed 		Setup & Preparation 		
Per group: • 6 cardboard cups • Rubber band with strings attached (one string per participant. Preferably wool for strength) • Markers Tip: Use two rubber bands to ensure they don't snap during the game. Make extras for backup		• Divide participants into small groups (3–6 per group) • Place materials on each table • Ensure enough space for each group to work comfortably • Optional but recommended: prepare a visual of a pyramid structure for reference (see below for more details)		

Alchemical Principle 2



Reverse the Equation
Start from Experience!

Alchemical Principle 2

Reverse the Equation: Start from Experience.

In alchemy there is an ancient idea known as **prima materia**, or *first matter*. It represents infinite potentiality, often symbolizing the initial, impure state that must undergo transformation.

In learning design, there is an equivalent.
That equivalent is experience.

Experience is the raw material from which learning emerges: movement, interaction, emotion, curiosity, fascination, immersion, confusion, discovery, surprise. All of these are forms of unrefined potential.



Paradigm shift

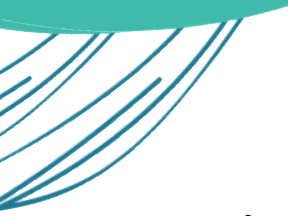
Instead of asking: What do I want them to **learn**?



We can ask: What do I want my participants to **experience**?

We start thinking about experiences such as:

- curiosity
- surprise
- Creativity
- Challenge
- joy
- immersion
- competence
- wonder
- delightful Aha! moments



Traditionally, workshop design follows a sequence like this:

Objectives → Methods → Activities

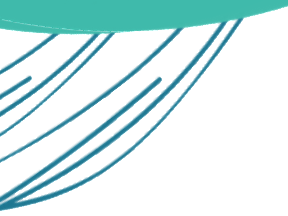
Experience is often treated as a byproduct. Something that happens along the way if we are lucky.

But the alchemist of learning works differently.

The sequence becomes:

Experience → Games & Activities → Methods → Outcomes

Experience comes first.

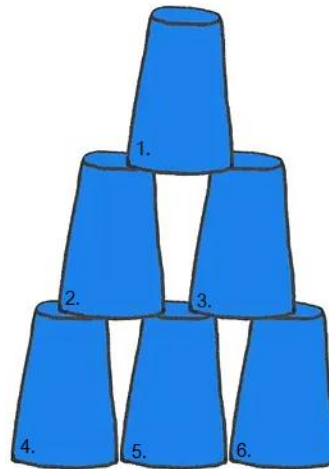


Once we identify the experiences we want to evoke, new design questions naturally follow:

- What forms of play could generate this experience?
- Which play personalities might be activated?
- What activities could immerse participants in this situation?

Building a Pyramid

Let's reflect on this experience





1. I extract the prima materia (your experience) through an activity
2. Harvest many experiences and ideas
3. Harness your experiences and ideas to connect to my main idea:

Alchemical Principle 2

Reverse the Equation: Start from Experience.

Debrief & Distillation



- Why did you choose these ideas?
- How did you decide on the order of importance?
- How did you work together as a group?
- What strategies did you use to make sure everyone was involved in contributing to the task?
- What challenges did you face, both in discussion and in building?
- What patterns or insights are emerging across groups?
- What surprised you?

Allow space for open reflection. This is where deeper insights often emerge.

Transmutation Pathways



This is a highly versatile scaffold that can be adapted across contexts.

You can prompt participants to prioritize ideas based on the theme of your training.

Ex. Organizational Development

- Values alignment
- Culture building
- Strategic priorities

Ex. Team Development

- Communication norms
- Trust-building conditions
- Team agreements

Ex. Personal Development

- Core beliefs
- Habits
- Decision-making criteria

Example of how I applied Principle 2



Reverse the Equation
Start from Experience



ما الذي أريد أن أفعله في المرحلة القادمة من حياتي والذي
من شأنه أن:

1. يجعلني أشعر بالحيوية والنشاط
2. يمنحني شعورا بالتجدد
3. يعزز طاقتي
4. يعلق احساسي بالوقت

اللعب هو جزء من كل مرحلة من مراحل حياتنا



قراءة الكف



أدواتنا

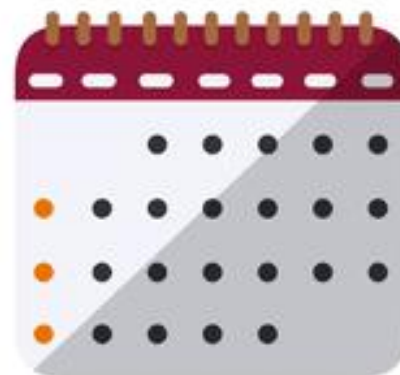


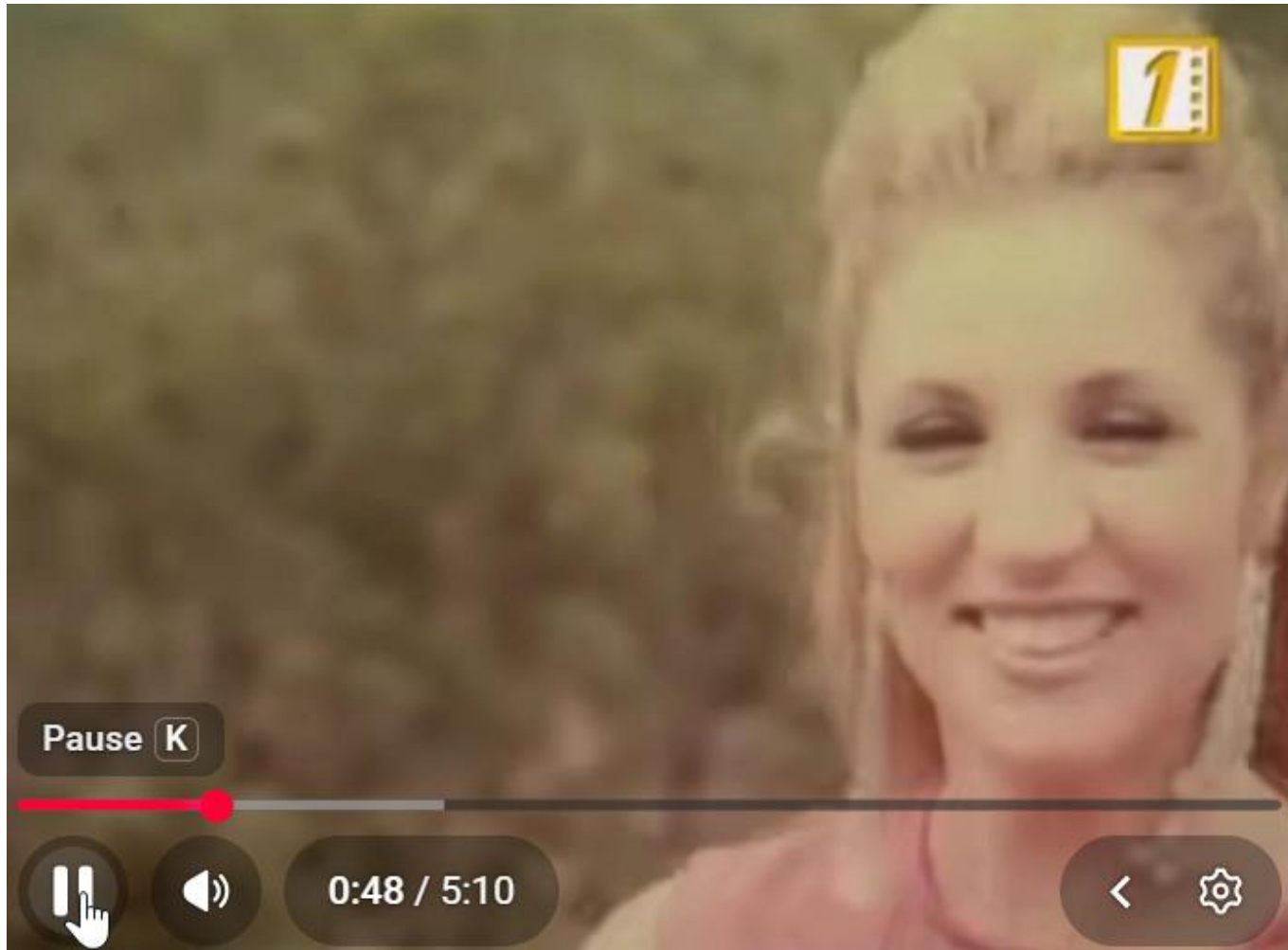
مراحل حياتنا



مراحل حياتنا









صباح - عالبساطة البساطة 1967



شارك لعبة كنت تحبها قبل سن الثانية عشرة. ماذا منحتك تلك اللعبة؟ (حرية، مهارة، انتماء، فضول)



1. ما النشاط أو اللعبة أو الهواية التي كنت تحب القيام بها في هذا المرحلة من حياتك؟

2. وكيف كان يجعلك هذا النشاط تشعر؟

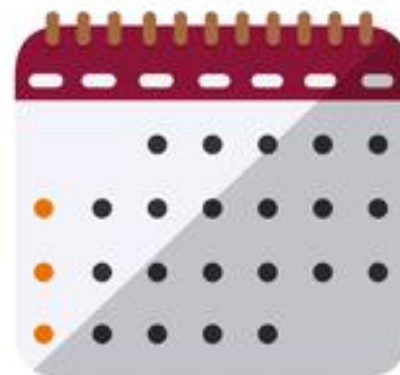
أمثلة: الطفولة – الإصبع الصغير (الخنصر)

ركوب الدراجة – شعور بالمغامرة
الرسم والأشغال اليدوية – الخيال



مراحل حياتنا

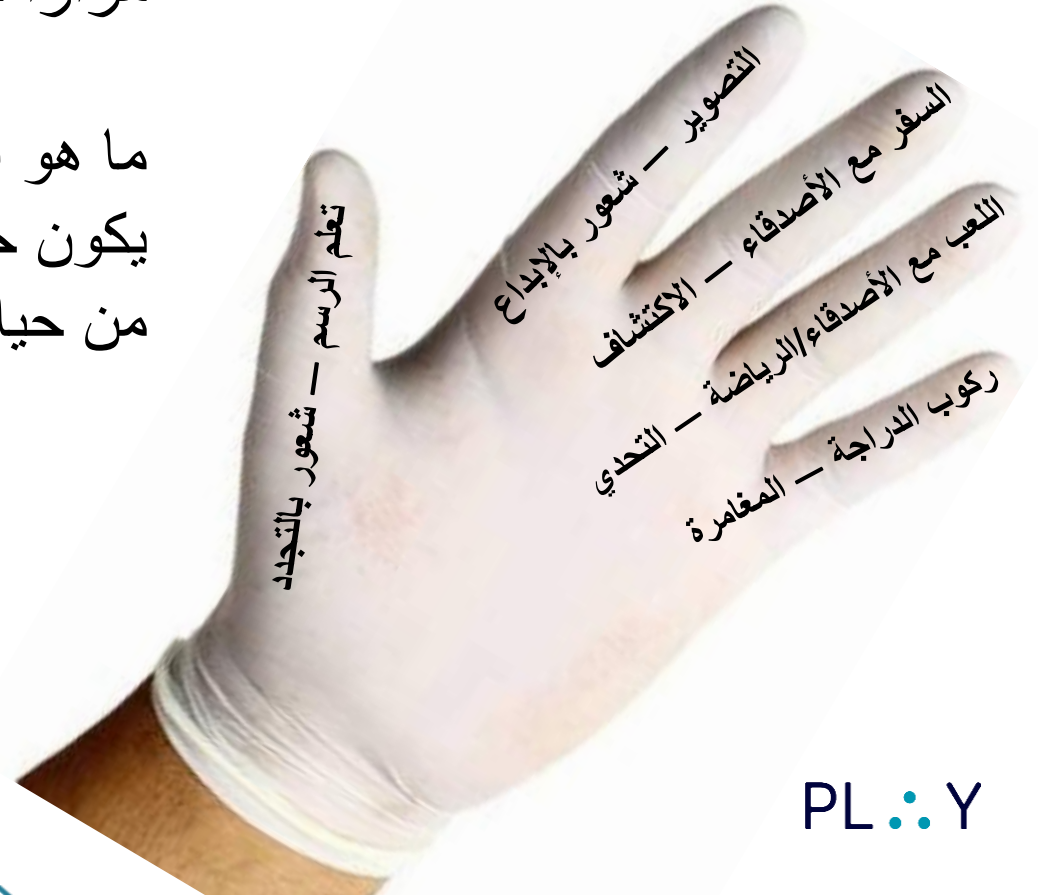




ارتدي قفازك

ما هو الشعور الذي يتكرر ظهوره
مرارًا في حياتك؟

ما هو الشعور الذي ترغب في أن
يكون حاضرًا أكثر في الفصل القادم
من حياتك؟





The Joker

Gets excited about nonsense & humor



The Director

Gets excited about planning & executing



The Competitor

Gets excited about winning



The Explorer

Gets excited about new experiences



The Kinesthete

Gets excited about movement



The Artist/Creator

Gets excited about making things

شخصيات اللعب



The Collector

Gets excited about organizing chaos



The Storyteller

Gets excited about characters & narratives

Let's Reflect



The Alchemist's Workshop



Principle 1: Play is Your Philosopher's Stone and Catalyst

Principle 2: Reverse the Equation: Start from Experience

Give Me 5 Things in Common



Category

Opening / Priming • Psychological Safety / Ice-Breaker • Connection

A simple yet powerful activity that builds connection, surfaces shared human experiences, and gently invites participants into interaction

Group Size 	Time 	Energy Level 	Difficulty Level 	Materials & Setup Demand 
10–100 participants	~10–15 minutes	Low → Medium	Easy	Low
Play Personalities Activated 		Primary Play Forms Involved 		
Explorer • Collector Participants explore similarities with curiosity (Explorer) and gather shared traits, experiences, and patterns between them (Collector).		Social Play • Attunement Play Participants engage in direct interaction (Social Play) while tuning into each other's verbal and non-verbal cues to discover common ground (Attunement Play).		

Transmutation Pathways



This game can easily be adapted to serve different themes:

- **Communication Skills** → verbal vs non-verbal communication
- **Empathy & Listening** → tuning into others' experiences
- **Diversity & Inclusion** → finding commonalities within difference
- **Team Cohesion** → building relational bridges
- **Creativity & Curiosity** → asking better questions
- **Psychological Safety** → lowering barriers to participation

You can also:

- Increase group size (groups larger than 4) to raise complexity
- Add constraints (ex., no obvious answers, themed rounds)
- Introduce storytelling (“find 3 shared experiences”)

Alchemical Principle 3

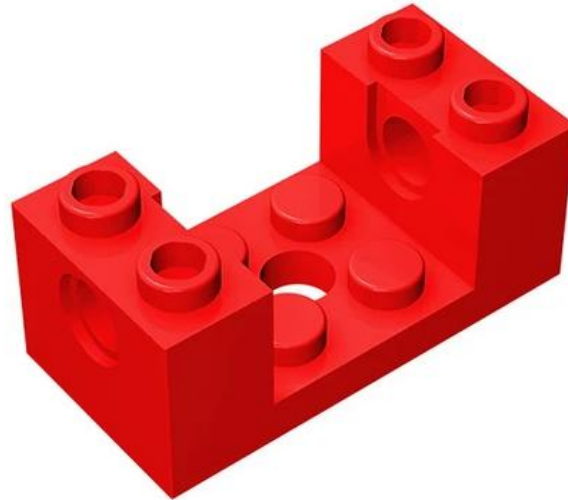
Get Excited About Games, then Transmute Them



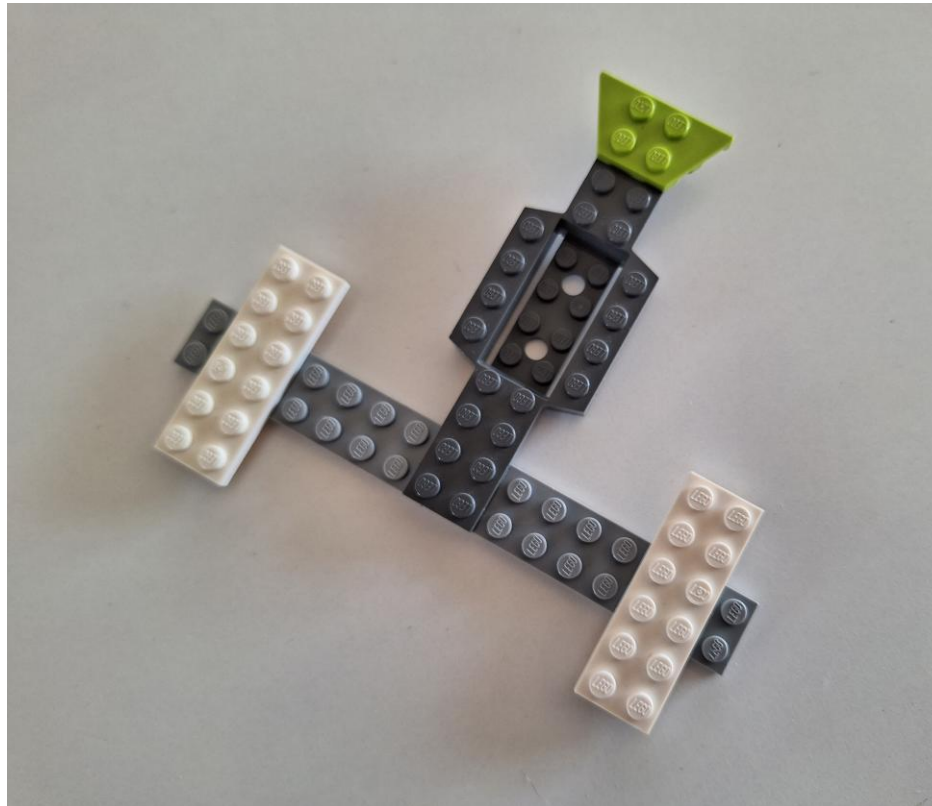
Get excited about games and transmute them to fit your objectives!

Games are like LEGO

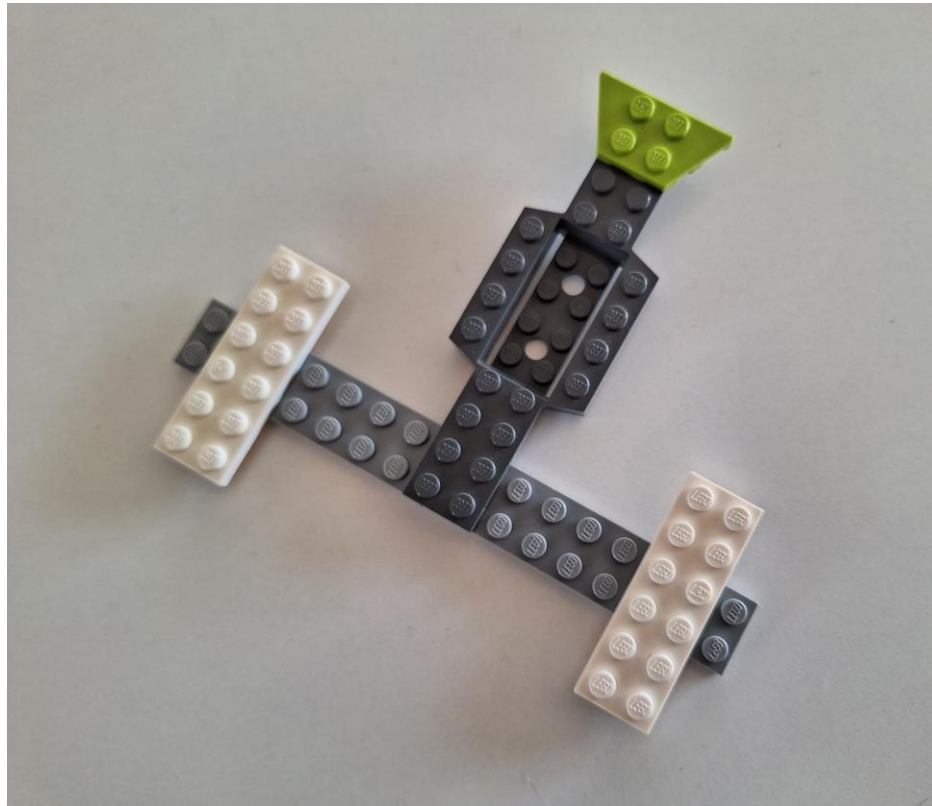
You can shape them in any way you wish
to fit your purpose



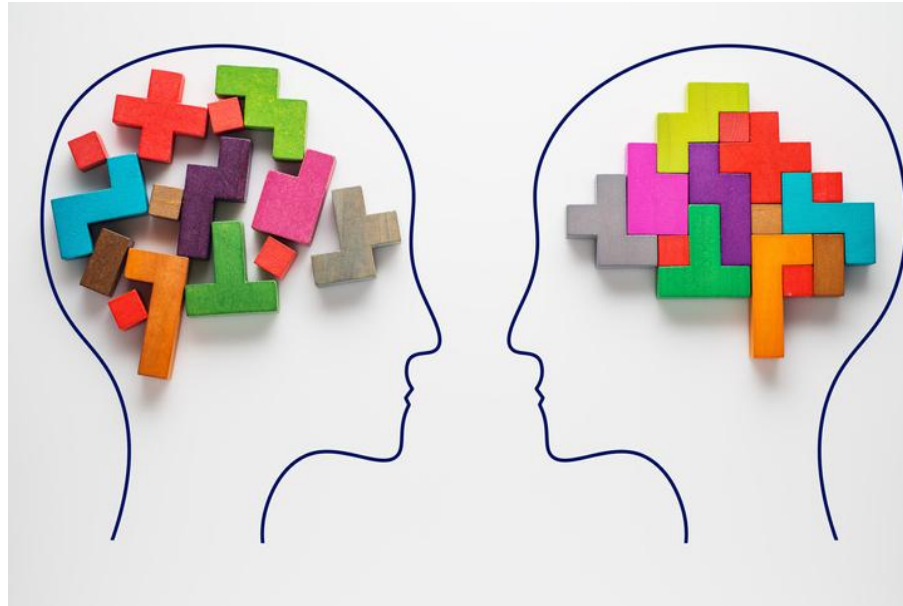
What do you see?



The power of symbolism



LEGO serious play



Move your hands, move your mind

Homunculus

Natural History Museum, London



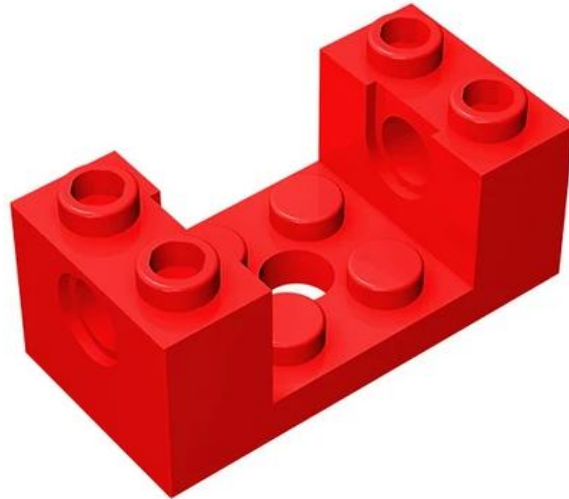
Indicates the amount of cortical area dedicated to motor or somatosensory functions of each body part

Principles of the LEGO serious play approach

- 1. Hands-On Engagement:** LEGO Serious Play encourages participants to use physical LEGO bricks to build and express their thoughts, ideas, and solutions.
- 2. Equal Participation:** Everyone in a LEGO Serious Play session is given an equal opportunity to contribute, since communication is done through building rather than just talking.
- 3. Metaphorical Thinking:** Participants are encouraged to think metaphorically by representing abstract concepts and complex ideas through their LEGO creations.

Nit3arraf 3a Lego

Introduce yourself through a basic LEGO model

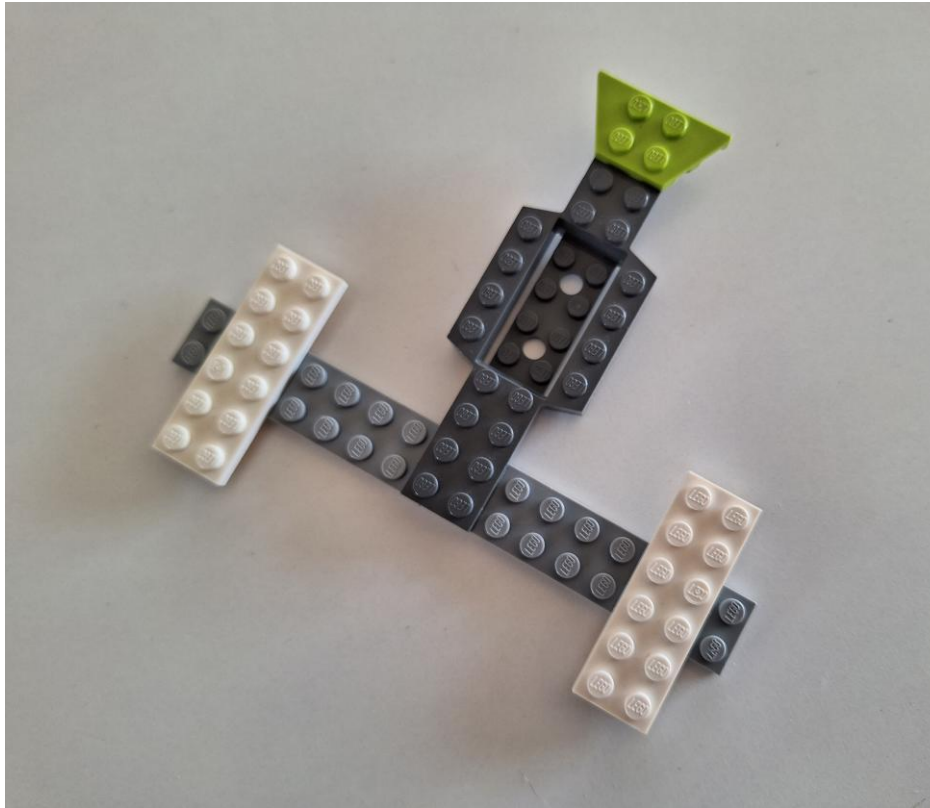


Reminder:

Don't forget the
power of symbolism
and metaphor

Suggestion: highlighting
1 value and 1 strength

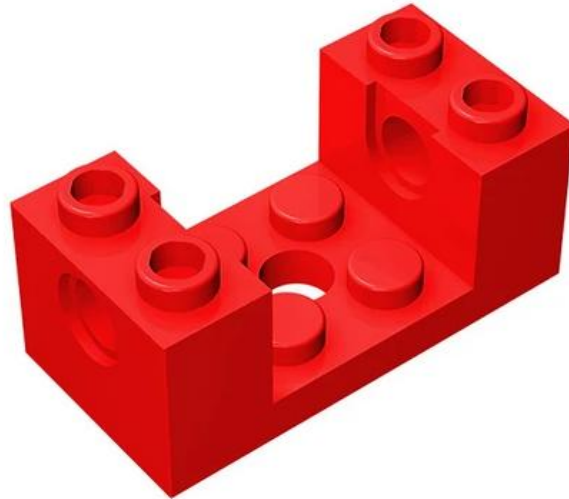
Mahmoud's



Suggestion: highlighting
1 value and 1 strength

Nit3arraf 3a Lego

Introduce yourself through a basic LEGO model



Reminder:

Don't forget the
power of symbolism
and metaphor

Suggestion: highlighting
1 value and 1 strength

The Alchemist's Workshop



Principle 1: Play is Your Philosopher's Stone and Catalyst

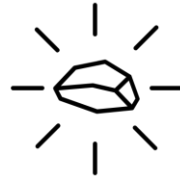
Principle 2: Reverse the Equation: Start from Experience

Principle 3: Get Excited About Games, then Transmute Them

Check-out

- How are you feeling now?
- What is one thing you are taking with you from today?
- What is one thing you need for tomorrow?

PL.:Y



The Alchemist's Workshop

Advanced Interactive Workshop Design
for Experienced Facilitators

Workshop Series

(Day 3)

Dr. Mahmoud Natout



Check-in

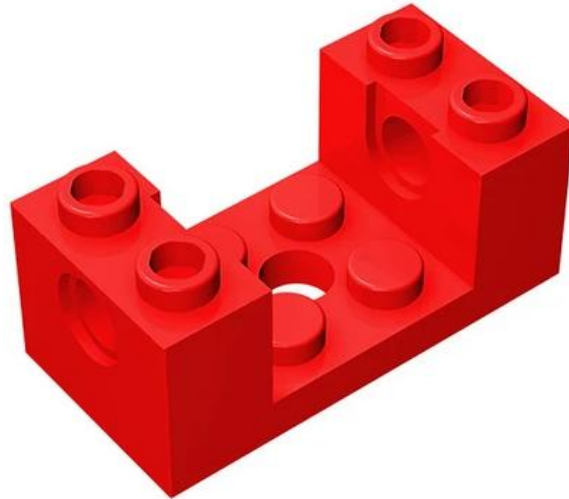


Play-Work

Name of the Game	Category	Opening / Priming	Psychological Safety / Ice-Breaker	Group Size	Time	Energy Level	Play Personalities Activated	Materials Needed	Intention	Setup & Preparation	Primary Play Forms Involved	Difficulty Level	Materials & Setup Demand
Let's Line Up	Activator / Energizer • Connection • Opening / Priming	A fast-paced, embodied activity that builds connection through playful coordination.		10-50 participants	~10-15 minutes	Low → Medium	Explorer • Collector	None	This game is designed to: • Build quick connections • Lower social barriers and ease into an activity			Easy	Low
Give Me 5 Things in Common	Opening / Priming • Psychological Safety / Ice-Breaker	A simple yet powerful activity that builds connection by gently inviting participants into interaction.		10-100 participants	~10-15 minutes	Low → Medium	Explorer • Collector	None	This game is designed to: • Strengthen listening and group awareness • Develop patience and comfort with silence			Easy	Low
Spot the Difference	Activator/Energizer • Connection	A simple, playful activity that sharpens observation.		Pairs (can scale to any group size)	~10-15 minutes	Low	Explorer • Joker • Kinesthetic	None	This game is designed to: • Sharpen observation and attention • Wake up curiosity in a light and engaging way			Easy	Low
Counting on You	Opening/Priming • Connection • Transition	A quiet yet powerful group exercise that builds collective awareness, patience, and deep listening through shared responsibility.		8-30 participants	~10-15 minutes	Low	Joker • Director • Competitor	None		Participants tune into each other's timing, rhythm, and presence (Attunement Play) while working together toward a shared goal through subtle coordination (Social Play).		Easy	Low
Sketch My Back & I'll Sketch (Also known as Back-to-Back Drawing. But the Joker in me couldn't resist the y)	Opening / Priming • Psychological Safety / Ice-Breaker	A structured communication and negotiation exercise that builds trust and connection through shared responsibility.		8-30 participants	~20-30 minutes	Low	Director • Artist/Creative	None				Easy	Low
Name and Signature Move	Psychological Safety / Ice-Breaker	An embodied introduction that builds connection through shared responsibility.		8-30 participants	~10-15 minutes	Low	Joker • Kinesthetic	None				Easy	Low

Nit3arraf 3a Lego

Introduce yourself through a basic LEGO model



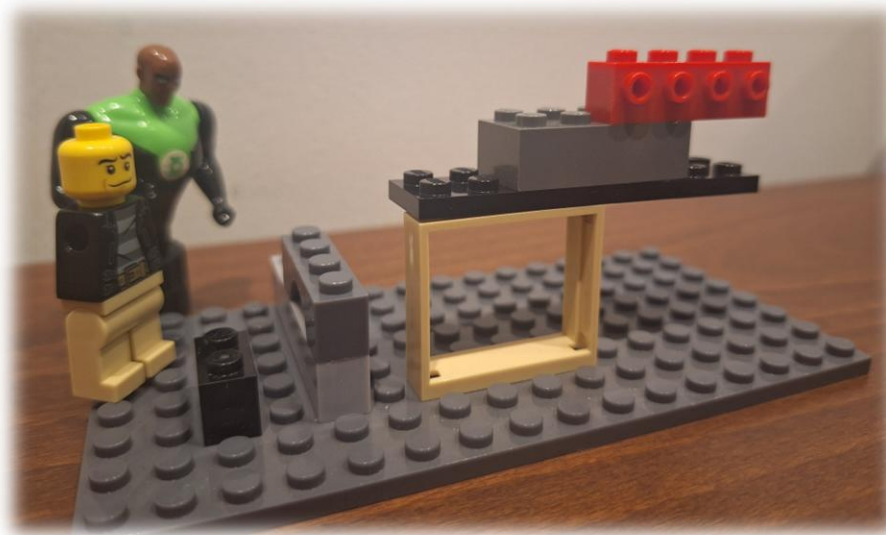
Reminder:

Don't forget the
power of symbolism
and metaphor

Suggestion: highlighting
1 value and 1 strength

Using LEGO, build (together) ...

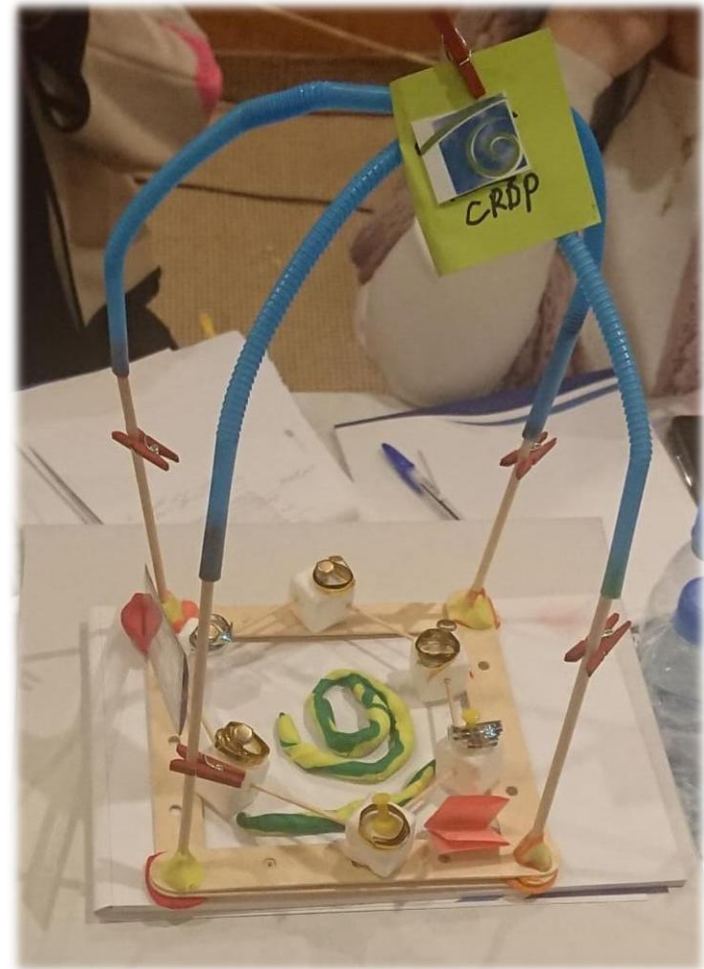
1. Your organization's strategy for 2026
2. What your life could look like if you ...
3. Your vision for dentistry as a profession in 5 years
4. Your school's climate after rolling out this policy



Lebanese Society of Pediatric Dentists

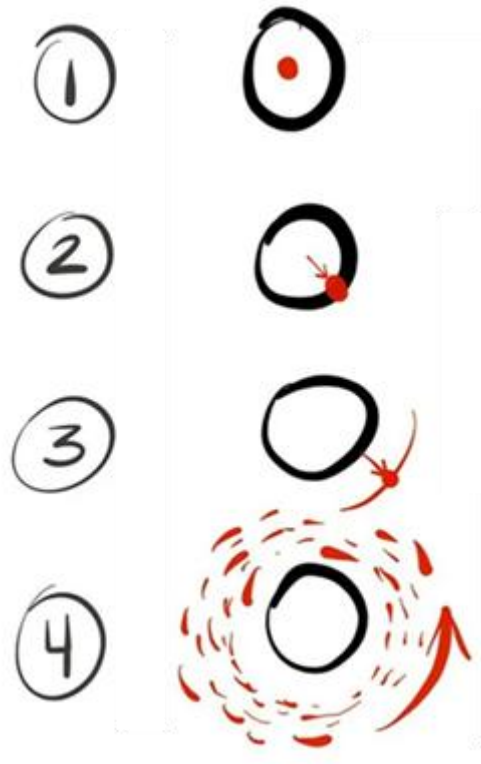


Center for Educational Research and Development (CERD)



4 Levels of Listening and Conversing

Example:
Workshop on
Listening



Can you
guess what
they are?

Scroll 5: Listening Into Possibility

We often think we are listening.

But most of the time...
we are waiting.

Waiting to respond.

Waiting to agree.

Waiting to disagree.

Waiting to say something smart.

Then I encountered Otto Scharmer's work on the **four levels of listening**.

Name of the Game					
Memory in a Hat					
Category					
Psychological Safety / Ice-Breaker • Connection A narrative-based empathy activity where participants step into each other's lived experiences, fostering deeper human connection through storytelling and perspective-taking.					
Group Size  8 - 20 participants	Time  ~45-60 minutes	Energy Level  Low → Medium	Difficulty Level  Easy → Medium	Materials & Setup Demand  Low	
Play Personalities Activated Storyteller • Explorer Participants express and embody narrative (Storyteller), while stepping into unfamiliar perspectives and discovering others' lived experiences (Explorer).		Primary Play Forms Involved Attunement Play • Role Play • Narrative Play Participants listen deeply and connect emotionally (Attunement Play), step into and perform another person's experience (Role Play), and construct and deliver meaningful stories (Narrative Play).			
Materials Needed • Small slips of paper or index cards • Pens or pencils • A hat, bowl, or box 		Setup & Preparation • Arrange participants in a circle or semi-circle • Provide each participant with paper and a pen • Place a hat, bowl, or box in the center • Set the tone for psychological safety and openness 			
Intention - This game is designed to: • Build empathy and perspective-taking • Foster psychological safety through shared human experiences 					

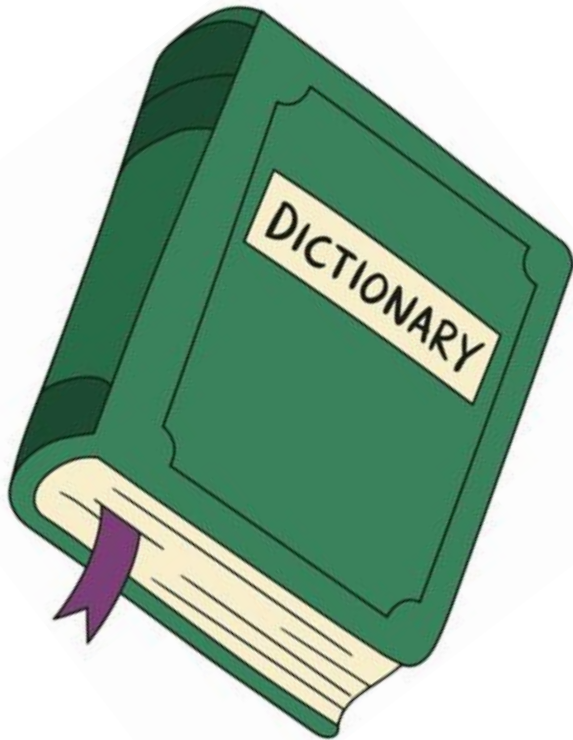
May be used to:

- Safely extract real-life narratives
- And how closely they resonate with other participants (ex. 1 – 4)

Can this work online?

Name of the Game				
Memory in a Hat				
Category				
Psychological Safety / Ice-Breaker • Connection A narrative-based empathy activity where participants step into each other's lived experiences, fostering deeper human connection through storytelling and perspective-taking.				
Group Size	Time	Energy Level	Difficulty Level	Materials & Setup Demand
8 – 20 participants	~45–60 minutes	Low → Medium	Easy → Medium	Low
Play Personalities Activated		Primary Play Forms Involved		
Storyteller • Explorer Participants express and embody narrative (Storyteller), while stepping into unfamiliar perspectives and discovering others' lived experiences (Explorer).		Attunement Play • Role Play • Narrative Play Participants listen deeply and connect emotionally (Attunement Play), step into and perform another person's experience (Role Play), and construct and deliver meaningful stories (Narrative Play).		
Materials Needed		Setup & Preparation		
• Small slips of paper or index cards • Pens or pencils • A hat, bowl, or box		• Arrange participants in a circle or semi-circle • Provide each participant with paper and a pen • Place a hat, bowl, or box in the center • Set the tone for psychological safety and openness		
Intention				
This game is designed to: • Build empathy and perspective-taking • Foster psychological safety through shared human experiences				

Daft Dictionary



Name of the Game				
Daft Dictionary				
				
Category				
Activator/Energizer • Opening/Priming • Transition A playful, improvisational word game that sparks imagination, builds spontaneity, and encourages a “yes-and” mindset in idea generation.				
Group Size  8–30 participants	Time  ~10–15 minutes	Energy Level  Low → Medium	Difficulty Level  Easy → Medium	Materials & Setup Demand  Low
Play Personalities Activated Joker • Explorer Participants embrace absurdity and humor (Joker) while exploring unexpected connections between unrelated ideas (Explorer).			Primary Play Forms Involved Social Play • Imaginative Play • Creative Play Participants interact and build on each other's contributions (Social Play), imagine fantastical or abstract concepts (Imaginative Play), and transform random words into new meanings (Creative/Transformative Play).	
Materials Needed None 		Setup & Preparation  • Ask participants to stand or sit in a circle clearly • Ensure everyone can see and hear each other • Optional: prepare a few example combinations to model the game		
Intention  This game is designed to: • Stimulate divergent thinking and spontaneity • Encourage playful association and idea generation				

Alchemical Principle 3

Get Excited About Games, then Transmute Them



Get excited about games and transmute them to fit your objectives!

The Alchemist's Workshop



Principle 1: Play is Your Philosopher's Stone and Catalyst

Principle 2: Reverse the Equation: Start from Experience

Principle 3: Get Excited About Games, then Transmute Them

Play-Work

Name of the Game	Category	Opening / Priming	Psychological Safety / Ice-Breaker	Group Size	Time	Energy Level	Play Personalities Activated	Materials Needed	Intention
Let's Line Up	Activator / Energizer • Connection • Opening / Priming	A fast-paced, embodied activity that builds connection through playful coordination.		10-50 participants	~10-15 minutes	Low → Medium	Explorer • Collector	None	This game is designed to: • Build quick connections • Lower social barriers and ease into an activity
Give Me 5 Things in Common	Opening / Priming • Psychological Safety / Ice-Breaker	A simple yet powerful activity that builds connection by gently inviting participants into interaction.		10-100 participants	~10-15 minutes	Low → Medium	Explorer • Collector	None	This game is designed to: • Strengthen listening and group awareness • Develop patience and comfort with silence • Invite participants to be fully present
Spot the Difference	Activator/Energizer • Connection	A simple, playful activity that sharpens observation.		Pairs (can scale to any group size)	~10-15 minutes	Low	Explorer • Joker • Kinesthetic	None	
Counting on You	Opening/Priming • Connection • Transition	A quiet yet powerful group exercise that builds collective awareness through shared responsibility.		8-30 participants	~10-15 minutes	Low	Joker • Director • Competitor	None	
Sketch My Back & I'll Sketch Yours	Opening / Priming • Psychological Safety / Ice-Breaker	A structured communication and negotiation exercise that builds trust and negotiation skills.		8-30 participants	~20-30 minutes	Low	Director • Artist/Creative	None	
Name and Signature Movement	Psychological Safety / Ice-Breaker	An embodied introduction that builds trust and connection through mirroring.		8-30 participants	~10-15 minutes	Low	Joker • Kinesthetic	Simple sketches, Blank paper, Pen	

Alchemical Principle 4

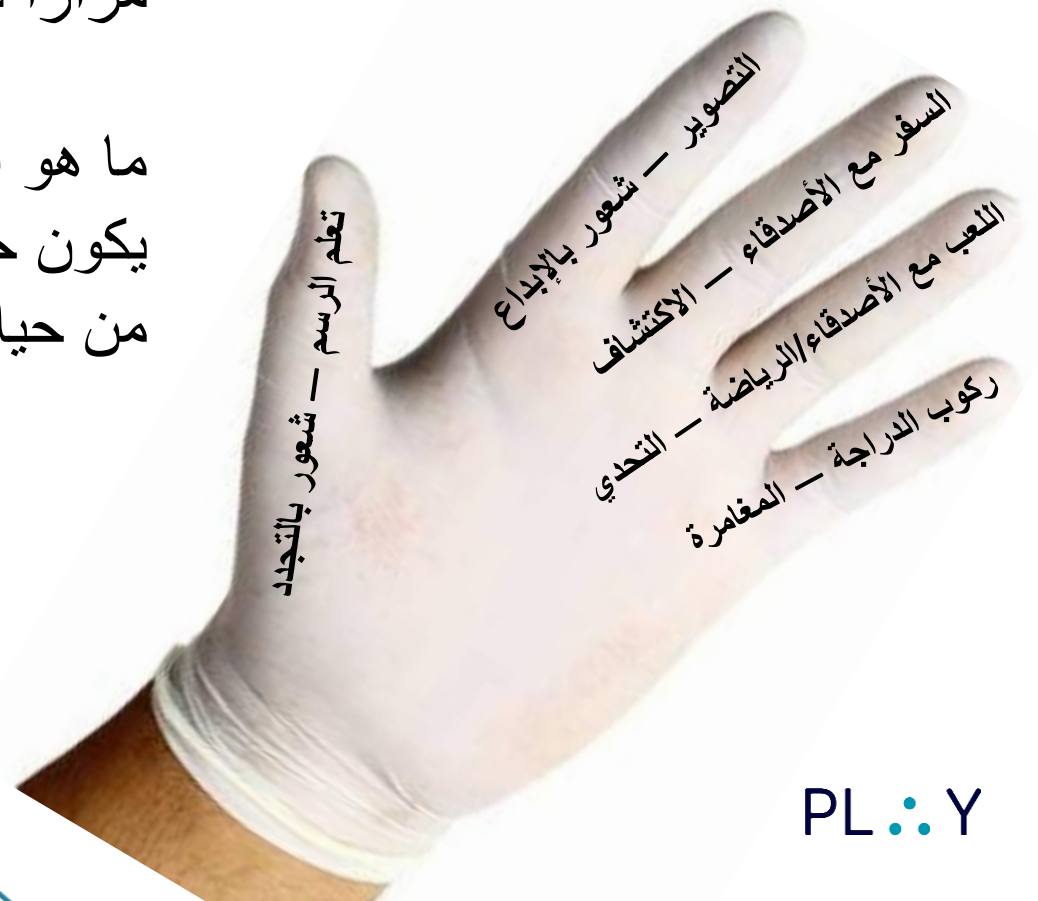


ارتدي قفازك

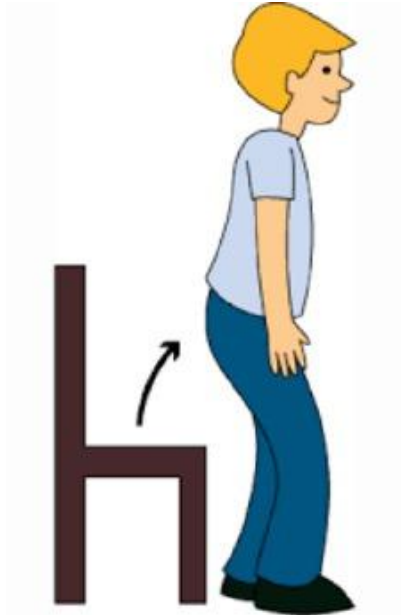
ما هو الشعور الذي يتكرر ظهوره
مرارًا في حياتك؟

ما هو الشعور الذي ترغب في أن
يكون حاضرًا أكثر في الفصل القادم
من حياتك؟

Our previous example



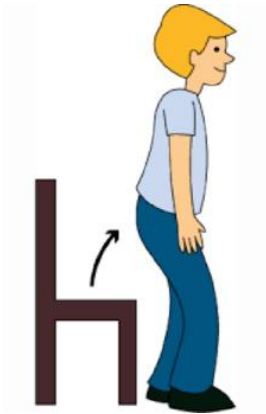
This or That

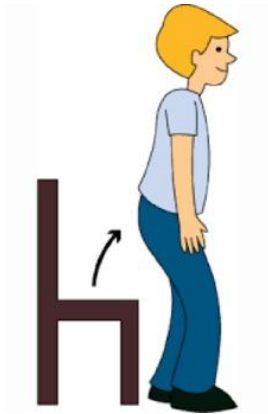


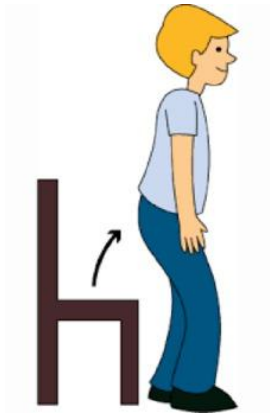
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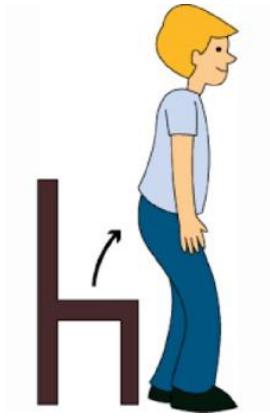


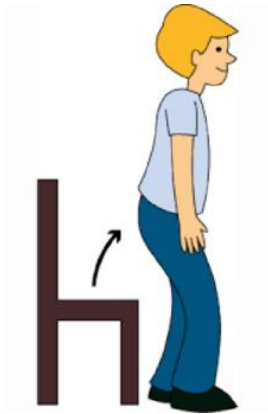
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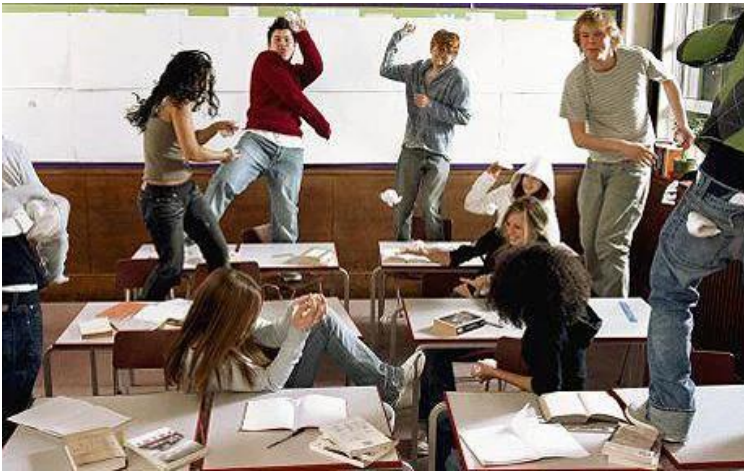
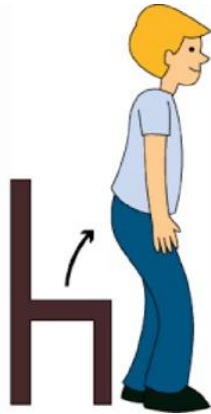












Kids these days!

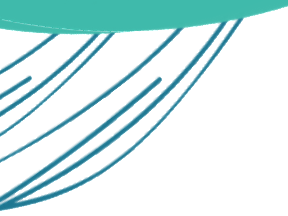
This generation is more challenging than any other generation.

Kids are kids!

This generation is basically like any other generation.

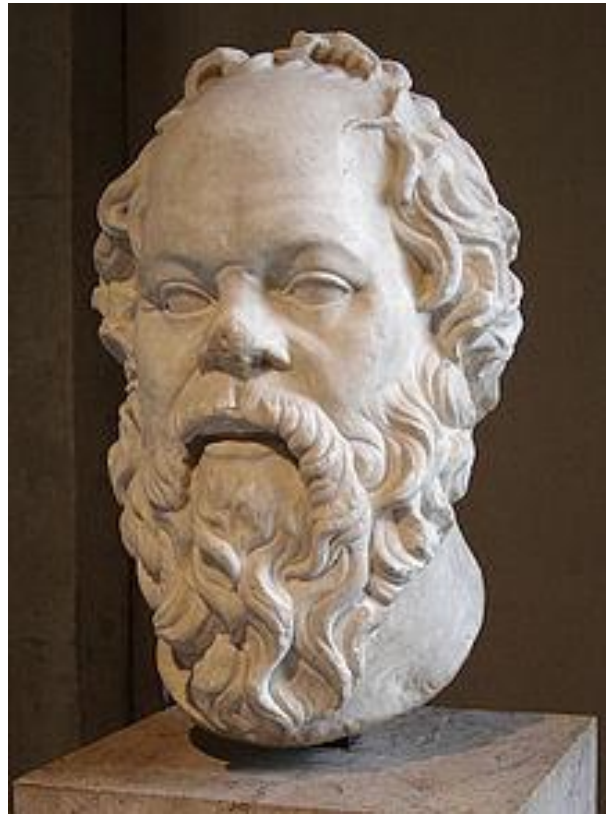


A school in Beirut

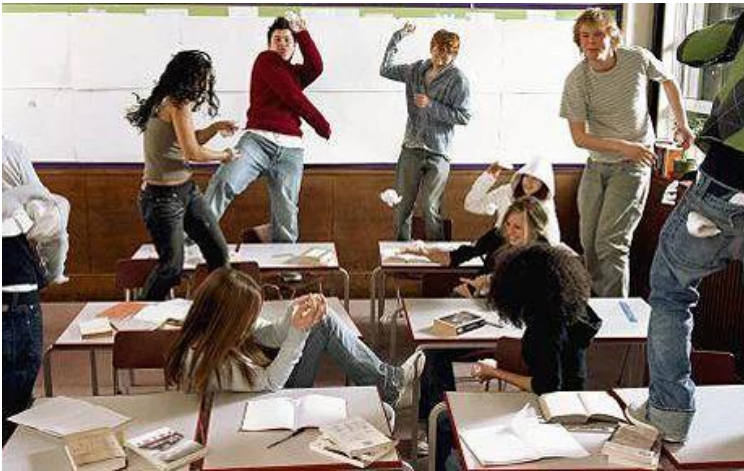
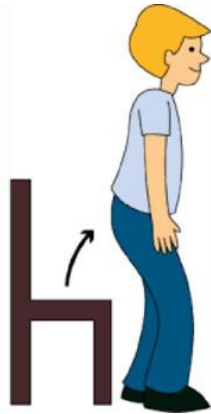


“The children now love luxury. They have bad manners, contempt for authority, they show disrespect to their elders ...

They no longer rise when elders enter the room ... they contradict their parents ... and are tyrants over their teachers”



Socrates 5th Century BC



Kids these days!

This generation is more challenging than any other generation.

Kids are kids!

This generation is essentially like any other generation.

Your children are not your children.

They are the sons and daughters of Life's longing for itself.

[...]

You may house their bodies but not their souls,

For their souls dwell in the house of tomorrow, which you cannot visit,
not even in your dreams.

[...]

For life goes not backward nor tarries with yesterday.

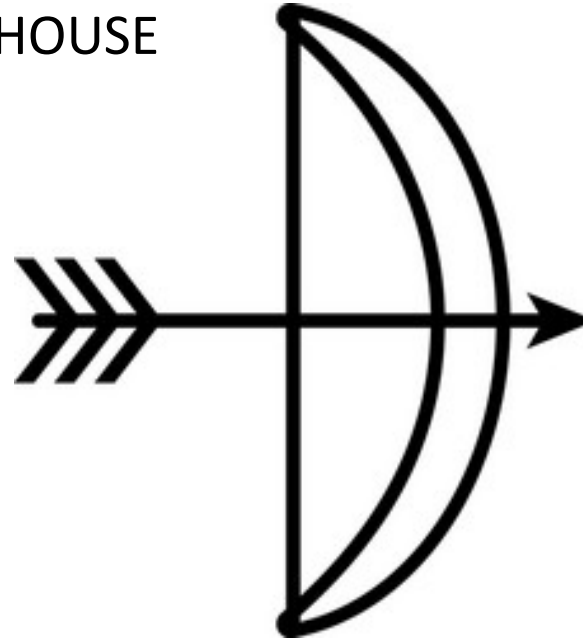
You are the bows from which your children as living arrows are sent
forth.

The archer sees the mark upon the path of the infinite, and He bends you
with His might that His arrows may go swift and far.

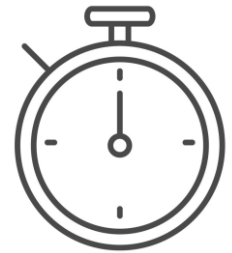


Let's Play

1. Draw an emblem for your HOUSE
2. Create a bow and arrow
3. Shoot the farthest arrow

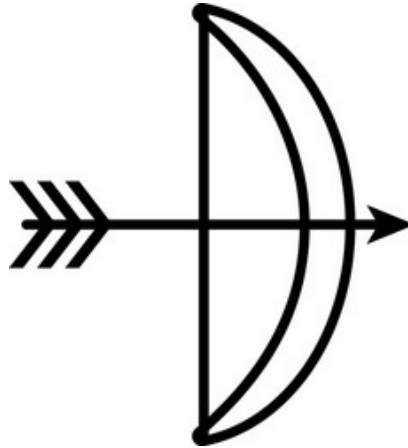


5 min.





Share your stories



1. When were you the bow for someone else?
2. When was someone else your bow?

Alchemical Principle 4

Group Is Guru: Extract the Wisdom Embedded in the Crowd.



Your group of participants are the greatest resource you have!

The power of having people extract from one another experiences, inspirational stories, new perspectives, skills, wisdom, knowledge.

Education = Educe!

Extract ... Don't Just Deliver!

Let's Reflect



1. What forms of play/games did I use?
(movement, social, object, narrative, creative, etc.)
2. How did I use them to **scaffold** learning, reflection, and connection?



Brown, S., & Vaughan, C. (2009). *Play: How it shapes the brain, opens the imagination, and invigorates the soul*. Penguin.

The Grappler's Tip



When sharing in groups, have participants share other's stories or findings (not their own), if the process allows.

Four (or more) benefits:

1. Saves time
2. Enhances listening
3. Boosts empathy and recognition
4. Diffuses power dynamics

The Alchemist's Workshop



Principle 1: Play is Your Philosopher's Stone and Catalyst

Principle 2: Reverse the Equation: Start from Experience

Principle 3: Get Excited About Games, then Transmute Them

Principle 4: Group Is Guru: Extract the Wisdom Embedded in the Crowd

Play-Work

Name of the Game	Category	Opening / Priming	Psychological Safety / Ice-Breaker	Group Size	Time	Energy Level	Play Personalities Activated	Materials Needed	Intention	Setup & Preparation	Primary Play Forms Involved	Difficulty Level	Materials & Setup Demand
Let's Line Up	Activator / Energizer • Connection • Opening / Priming	A fast-paced, embodied activity that builds connection through playful coordination.		10-50 participants	~10-15 minutes	Low → Medium	Explorer • Collector	None	This game is designed to: • Build quick connections • Lower social barriers and ease into an activity			Easy	Low
Give Me 5 Things in Common	Opening / Priming • Psychological Safety / Ice-Breaker	A simple yet powerful activity that builds connection by gently inviting participants into interaction.		10-100 participants	~10-15 minutes	Low → Medium	Explorer • Collector	None	This game is designed to: • Strengthen listening and group awareness • Develop patience and comfort with silence			Easy	Low
Spot the Difference	Activator/Energizer • Connection	A simple, playful activity that sharpens observation.		Pairs (can scale to any group size)	~10-15 minutes	Low	Explorer • Joker • Kinesthetic	None	This game is designed to: • Sharpen observation and attention • Wake up curiosity in a light and engaging way			Easy	Low
Counting on You	Opening/Priming • Connection • Transition	A quiet yet powerful group exercise that builds collective awareness, patience, and deep listening through shared responsibility.		8-30 participants	~10-15 minutes	Low	Joker • Director • Competitor	None		Participants tune into each other's timing, rhythm, and presence (Attunement Play) while working together toward a shared goal through subtle coordination (Social Play).		Easy	Low
Sketch My Back & I'll Sketch (Also known as Back-to-Back Drawing. But the Joker in me couldn't resist the y)	Opening / Priming • Psychological Safety / Ice-Breaker	A structured communication and negotiation exercise that builds trust and collaboration.		8-30 participants	~20-30 minutes	Low	Director • Artist/Creative	None				Easy	Low
Name and Signature Move	Psychological Safety / Ice-Breaker	An embodied introduction that builds connection through shared responsibility.		8-30 participants	~10-15 minutes	Low	Joker • Kinesthetic	None				Easy	Low

Alchemical Principle 5

Find Your Meta: craft meta-themes and meta-narratives to structure learning journeys that feel coherent, meaningful, and memorable.



Workshop on





The Emperor's New Clothes

A folktale written by Danish author Hans Christian Andersen



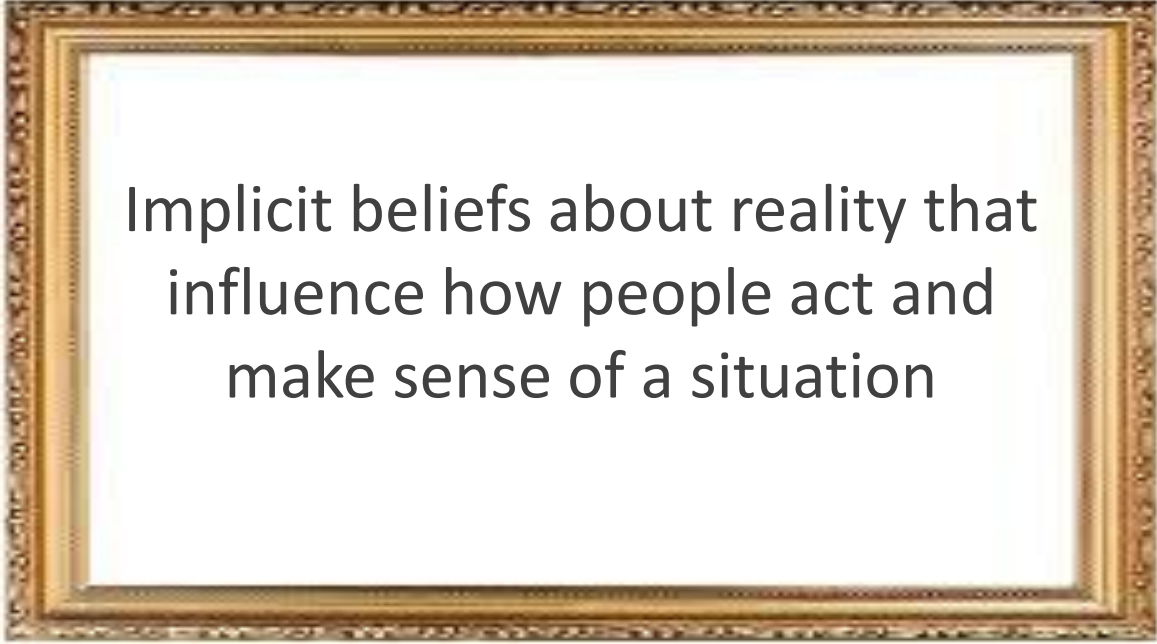
Why did everyone refrain from speaking up?

The Emperor's New Clothes

The clothes can only be
seen by clever people



Frames

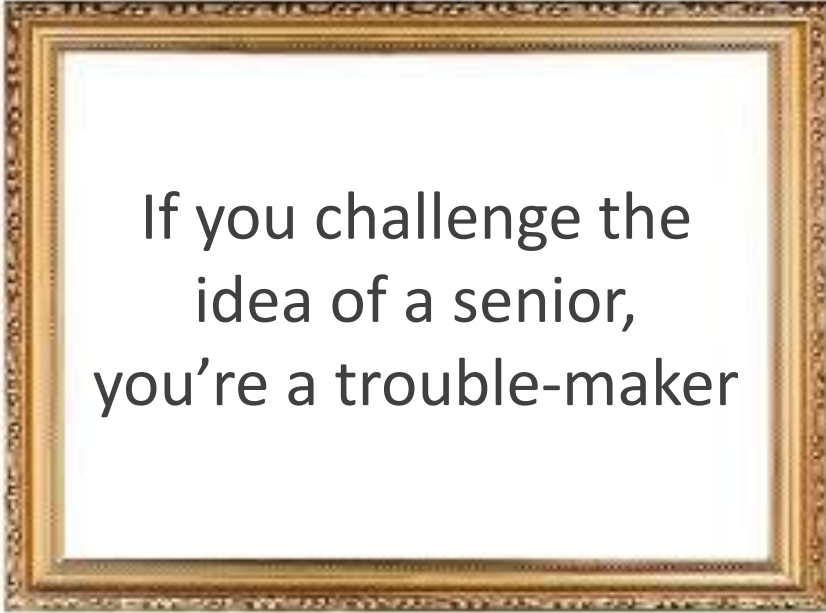


Implicit beliefs about reality that
influence how people act and
make sense of a situation

Examples

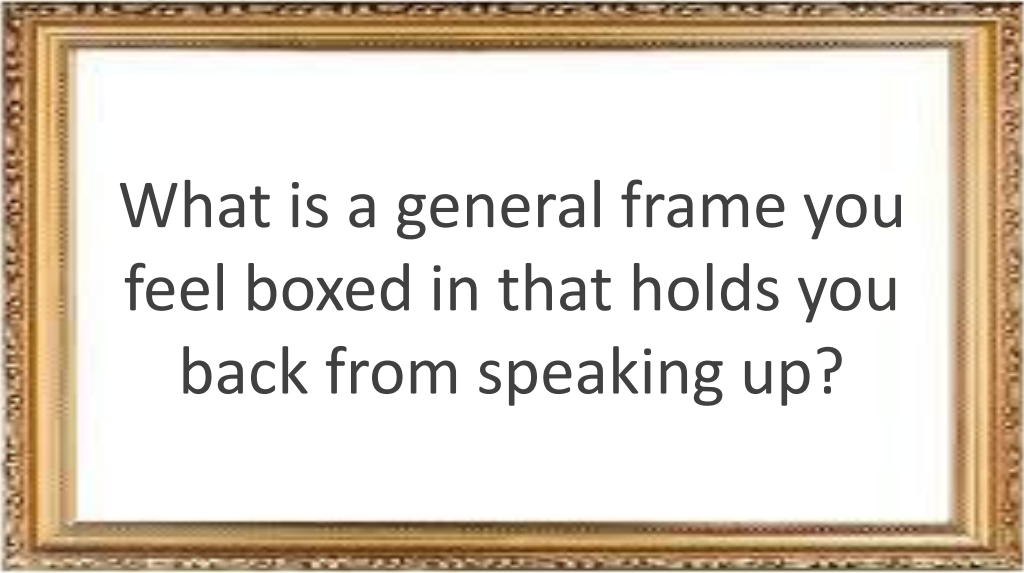


If you don't give an
opinion on every
single issue,
you're incompetent



If you challenge the
idea of a senior,
you're a trouble-maker

Framing



What is a general frame you feel boxed in that holds you back from speaking up?

Group Activity

Alchemical Principle 5

Find Your Meta: craft meta-themes and meta-narratives to structure learning journeys that feel coherent, meaningful, and memorable.



Alchemical Principle 5

In groups of 2/3: use the available children's books or objects in the library to explore a theme, narrative, story, art, fairy tale, etc. that could work as a meta-theme for a future workshop.



The Alchemist's Workshop



Principle 1: Play is Your Philosopher's Stone and Catalyst

Principle 2: Reverse the Equation: Start from Experience

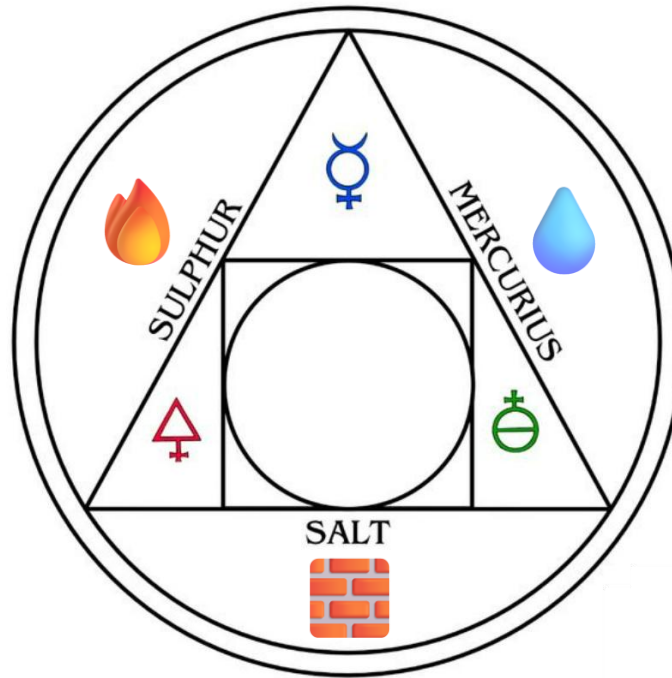
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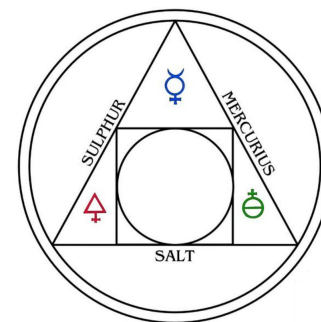
Principle 5: Find Your Meta

Alchemical Principle 6

The Tria Prima



Alchemical Principle 6



Balance the Tria Prima (Spark, Flow, Form):

 **1. Sulfur — Energy, Passion, Spark:** Curiosity, engagement, challenge, surprise, and playfulness (gives it spark)

 **2. Mercury — Flow, Movement, Flexibility:** The transitions, fluidity, and responsiveness - activities that change state: thinking → moving → doing → reflecting → creating (gives it flow)

 **3. Salt — Structure, Form, Scaffolding:** Scaffolds that help participants connect ideas and build understanding (gives it form)

Tria Prima

Trainers, like alchemists, learn to balance all three:

Too much Salt → boring.

Too much Sulfur → chaotic.

Too little Mercury → formless.

The art is in the balance.



Remember:

- Have a golden thread run through your whole process.
- Make play part of the process and the process part of play.

Example of how I apply Principle 6



Climbing the Beanstalk

Turning Failure into Fuel

With **Dr. Mahmoud Natout**
Play-Based Learning Specialist
Consultant, Coach, Trainer
Lecturer in Psychology and Education

The Alchemist's Workshop



Principle 1: Play is Your Philosopher's Stone and Catalyst

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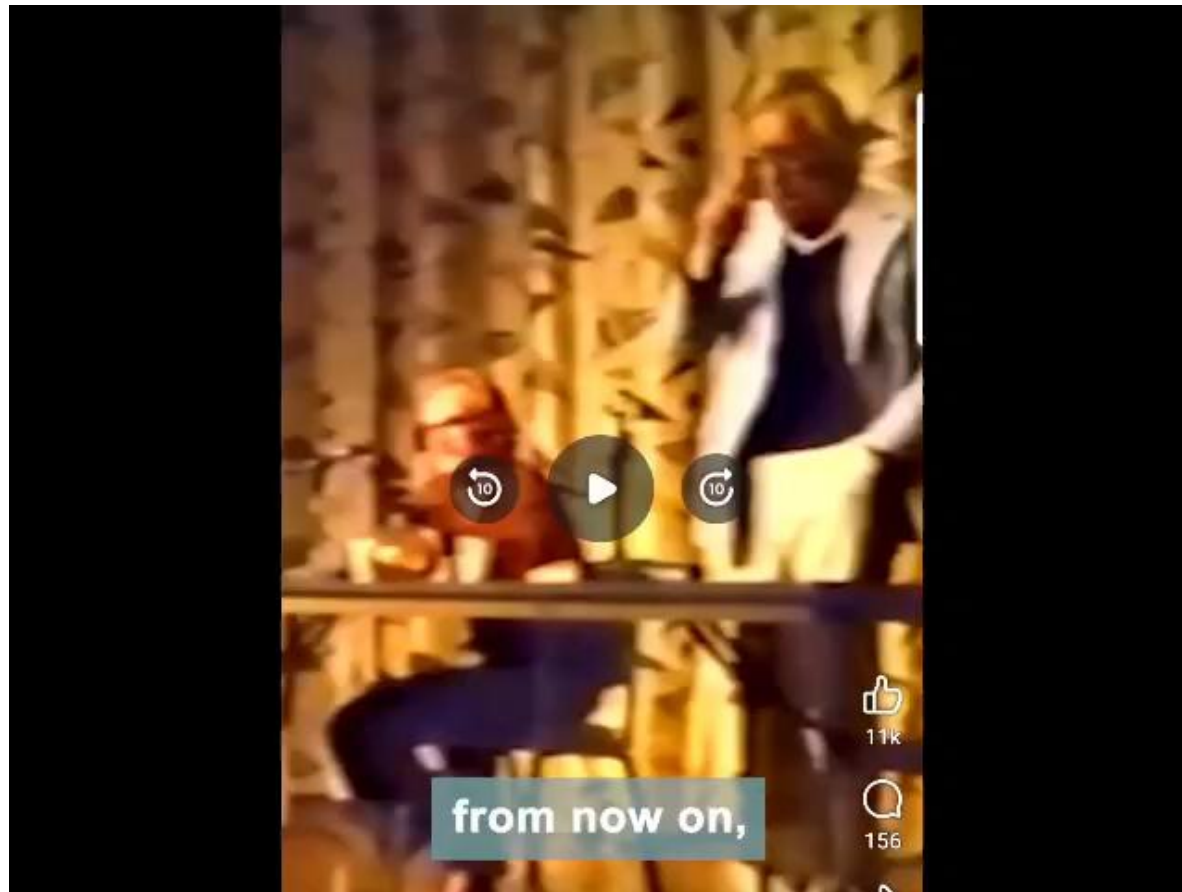
Principle 3: Get Excited About Games, then Transmute Them

Principle 4: Group Is Guru: Extract the Wisdom Embedded in the Crowd

Principle 5: Find Your Meta

Principle 6: Balance the Tria Prima (Spark, Flow, Form)

Alchemical Principle 7



Ray Bradbury

American author and screenwriter

Credits: visionary_voices/
Instagram



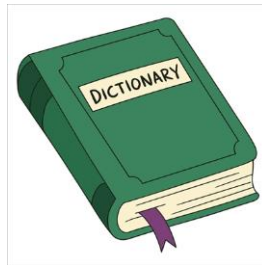
Practice any Art.

Alchemical Principle 7

Fall madly in love with ideas:

theories, metaphors, jokes, puns, ridiculous ideas, poems, cartoons, fairytales, music, stories, arts, etc.

Creativity is about making connections!



The Alchemist's Workshop



Principle 1: Play is Your Philosopher's Stone and Catalyst

Principle 2: Reverse the Equation: Start from Experience

Principle 3: Get Excited About Games, then Transmute Them

Principle 4: Group Is Guru: Extract the Wisdom Embedded in the Crowd

Principle 5: Find Your Meta

Principle 6: Balance the Tria Prima (Spark, Flow, Form)

Principle 7: Fall Madly in Love with Ideas

Resources & References:

Carse, J. (2011). Finite and infinite games. Simon and Schuster.

Brown, S., & Vaughan, C. (2009). Play: How it shapes the brain, opens the imagination, and invigorates the soul. Penguin.

Jackson, A., & Boal, A. (2005). Games for actors and non-actors. Routledge.

John Cleese's Legendary 1991 Speech About Creativity:

<https://www.youtube.com/watch?v=nvKeu46jgwo>

What makes a hero? - Matthew Winkler

<https://www.youtube.com/watch?v=Hhk4N9A0oCA&t=25s>

Check-out



- How are you feeling now?
- What is one thing you are taking with you from this experience?