

## A Creative and Experiential Intervention for Entrepreneurial Learning

(funded by EEUK)

### Sand Tray Intervention Protocol

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Instructions to participants	Information for Workshop Leaders
Workshop Introduction	
Ask participants to introduce themselves and their business ideas	
<p><b>Sculpture 1</b></p> <p>Ask participants to think of next stage/s and looking at specific issues or aspects of business to focus on</p> <ul style="list-style-type: none"> <li>• What would you like to be clearer about?</li> <li>• Focusing on what might help you</li> <li>• Think really what I have to focus on and what steps I have to take</li> </ul>	<p>Participants sit in pairs at different tables, provided with their own sand tray box.</p> <p>Display the range of objects they may choose from e.g. toys, marbles, pebble stones, shells, rocks and lego</p>
Invite participants to focus on their abstract business idea and model this in the sand tray.	Try not to give too many instructions at this stage.
<p>Focus on sand and get whatever objects you need</p> <ul style="list-style-type: none"> <li>• Please familiarise yourself with sand</li> <li>• You can have more sand if you want</li> <li>• You can put any objects on sand or get more objects</li> </ul>	<p>Workshop leaders may wish to step out for 5 minutes and leave participants in the room.</p> <p>Some participants may be more relaxed without being observed.</p>
<p><b>Evidence collection 1</b></p> <p>Ask participants</p> <ul style="list-style-type: none"> <li>• Whether they are happy with the sand tray they completed</li> <li>• To take pictures of the sand tray</li> <li>• To turn the box/tray around and take pictures from different angles/perspectives</li> </ul>	Workshop leaders move around room
<p><b>Narrative Development 1</b></p> <p>Ask participants</p> <ul style="list-style-type: none"> <li>• What did you want to capture ?</li> <li>• To explain what they have created</li> <li>• Talk about what you have done with sand</li> <li>• To look at the sand tray and pitch your business idea</li> <li>• Where do you want to be?</li> <li>• What needs to happen next?</li> <li>• What would you differently?</li> </ul>	<p>Workshop leaders look at each sand try and ask questions about lines, shapes, and objects and clarifying what they represent.</p> <p>Ask participants to talk about their options, long term goals, decisions, stages, directions, barriers, changes and changing business idea or not doing the business.</p>

<ul style="list-style-type: none"> <li>• What will you do then?</li> <li>• Do you think it is a good idea?</li> </ul>	
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Ask participants to look at each other's sand tray

Participants are allowed to walk around the room and look at other sand trays

**Sculpture 2**  
 Ask participants

- to take everything out the tray and smooth sand or give a shake
- To create a new picture
- To focus on what is next or to improve or clarify your ideas.

Participants walk around the room to pick different objects  
 Researchers leave room again for 5 minutes

**Evidence collection 2**  
 Ask participants  
 To take pictures from different angles and send them to a project team member  
 To write a new 200 word summary of their business idea.

Wait for everyone to finish

**Narrative Development 2**

- Tell me about changes?
- Explain what you have to do?
- How is it going to work?
- What is your preferred direction?
- What is giving you this direction?

Some participants change their pictures completely and talk about their options.  
 They explain their objects and directions



<b>Time 2- two months later</b>	
<b>Evidence examination</b> Ask participants  To review their pictures To review their 200 word summary of their business idea.	Complete individually with participants in a supportive 1-2-1 coaching session.  Alternatively, small groups may work supportively in peer-coaching, action learning set to focus on each individual in turn.
<b>Narrative Development</b> <ul style="list-style-type: none"> <li>• Explain what did you make in this first picture?</li> <li>• What did it mean?</li> <li>• How does that fit with your business and the real problems you were facing at that time?</li> <li>• Explain the second picture. Why did you make these changes?</li> <li>• How did that reflect your actual business ideas and problems?</li> </ul>	Some participants change their pictures completely and talk about their options. They explain their objects and directions