

## **ABOUT MINDLAB**

### **Q: What is Mindlab?**

A: Mindlab is the combination of a high-profile theatre performance and an in-depth follow-up discussion in small groups guided by discussion facilitators (the Mindlab Café). The performance is given by the company TheaterMakers Radio Kootwijk and is specifically aimed at the academic context. Mindlab appeals to what touches us in our underbelly, in what makes us happy, sad, uncomfortable or angry, in what we find deeply important. Mindlab immerses us all in theatre and exposes the sometimes extreme, often subtle aspects of social (in)safety and the impact of our behaviour on others, and makes this discussable in a safe way. It is neither a documentary about TU Delft nor an educational performance, but a science fiction thriller that above all aims to loosen and deepen the conversation afterwards. With five top actors and an intriguing story. And afterwards, a conversation about what you have seen and experienced, in which we really need you. Because we can only create a pleasant working climate together, no voice excepted.

### **Q. How was Mindlab developed?**

A: The project originated from a collaboration of TheatreMakers Radio Kootwijk with Prof Dr Ellen Giebels (UTwente) and Prof Dr Naomi Ellemers (Utrecht University), both of whom have made the topic of social safety and good working climate a topic in their work. Together with Theo Toonen (UTwente) and Madelijn Strick (UU), they took the initiative to have TheatreMakers Radio Kootwijk develop this performance Mindlab. It is an artistic interpretation of actually happened situations from the university, based on extensive literature research and interviews with staff from various universities.

### **Q: What is the theatre performance about?**

A: Mindlab is a theatre performance that goes to the heart of science. About truth-telling, values and truthfulness within the institution of 'the university'. A science fiction thriller that can happen to us all if we dare to live our own truth and impact of actions in full transparency. When cognitive dissonance reduction has left our minds...Veni, Vidi, Vici? A challenging theatre performance for anyone who shares with heart and soul much of their life within the university. For the one who ever wants to say 'it was really worth all the effort'.

'You are not who you think you are. You are what you do.'

### **Q: What is the objective of the theatre performance Mindlab and the follow-up discussion?**

A: The theatre performance Mindlab is 'a performance that touches the heart of science and wants to spark conversation about who we are, what we (stand for) and where we want to go', according to initiators Ellen Giebels and Theo Toonen of the University of Twente, and Naomi Ellemers and Madelijn Strick of the University of Utrecht. Mindlab aims to spark conversations about what is needed to create and maintain a socially safe, honourable and inspiring climate within the university. A climate in which diverse employees come into their own and receive recognition and appreciation; a climate where integrity is paramount.

Mindlab inspires and challenges you to think and discuss - together - what is important in your daily work, career and life - inside and outside the university. Mindlab is threshold-reducing, gripping and unique.

**Q: Who is the performance intended for?**

A: Mindlab is intended for all university employees.

**Q. Why should I also go to Mindlab, in light of the other initiatives there are around social safety at TU Delft?**

Mindlab is now organised for all TU Delft employees. It is an organisation-wide initiative, which, with the help of art and theatre, stimulates people from all sections of the university to start and continue discussions with each other about a socially safe and inspiring working climate, beyond the boundaries of discipline or hierarchy.

Mindlab is therefore an essential part of the various activities that contribute to creating a safe and pleasant working climate within TU Delft. Think of the Share & Care sessions, the work conferences, the Social Safety and Integrity Hotline, bystander training and leadership programmes. It's not just another activity, but it acts as a powerful cement between all these initiatives and activities, as well as between us, coming from all different parts of the university. By providing a collective experience that we experience together. By providing a collective experience that we experience together. By providing space for personal experience of it, reflecting on it and listening to it - be it discomfort, shame, sadness, pain, hope or inspiration. And by providing a common language, to talk to each other about the situations and types of 'Caspar' (character from the show) or looking away. About what boundaries and border crossings are. About what values and norms we consider important, what a pleasant and safe working climate means and how you contribute to that as a colleague and employee of the university, and what is needed to achieve that.

**ABOUT MINDLAB CAFÉ**

**Q. What does the post-show discussion involve?**

A: After the theatre performance, we all move together to the Mindlab Café. Here we talk further in small groups based on a number of concrete discussion questions. The after-discussion brings together people from different layers and departments of the university to reflect on the same experience, challenges the conversation with each other, and invites us to listen to each other's perspective. Experience with the Mindlab at other universities shows: so many participants, so many perspectives.

In the follow-up discussion, you choose which table you want to sit at - with or without colleagues you know well. The discussions are guided by trained internal TU Delft facilitators and an external facilitator.

**Q. Internal discussion facilitators: who are they?**

A: Those are employees from the TU Delft community itself. We would like to learn together to have and continue to have the conversation about a socially safe and inspiring working

climate, even if it is sometimes uncomfortable or painful. And it is important for an organisation to train itself in this. We are therefore looking for employees who enjoy and are able to participate in a number of Mindlab performances as discussion facilitators. The key is that you are a good listener, are open-minded and can deal with the emotions that may arise during such a conversation. You will receive a short training to prepare you for this role. Moreover, an experienced external conversation facilitator is present at each performance, who prepares the conversation facilitators for that performance and completes it together with them. Interested? Sign up by 1 November. Find more information here [Registration for Mindlab 2024 - Intranet \(tudelft.nl\)](#)

## **SAFETY AND AFTERCARE**

**Q. Soon I will be sitting with my supervisor, manager or that one colleague in the same room or at the same table. I wonder if I can then be safe and open in conversation.**

The Mindlab can be an opportunity to discuss a safe and pleasant working environment with your supervisor or manager, or colleagues from other departments or functions. In doing so, the play also offers the opportunity to bring up certain situations by referring to certain excerpts or phrases from the play, without directly talking about your own personal experience.

However, sometimes it is too uncomfortable or unsafe to enter into a conversation with them on this topic. Therefore, when entering the Mindlab Café, you can always choose which table and with whom you want to sit at a table. At the start of the discussion, we always agree on confidentiality, listening to each other and only sharing what you want to share.

If a lot of emotions come up during the post-interview, or if you want to leave the discussion, you can and may. An external facilitator is also present at each performance with whom you can have a one-to-one chat.

**Q: Is there any aftercare? The Mindlab has triggered a lot in me, what can I do with that?**

A: That's quite understandable! Even after the Mindlab, there is of course always room to talk further. For example, with your colleagues or your manager, or your team, in a team meeting or intervention.

Don't feel free or safe enough to do so with colleagues or manager? Have you experienced unpleasant things yourself and are looking for a listening ear? Then you can always contact one of the [confidential advisors](#).

Would you like to share your story and be heard and recognised in this by others with similar experiences? Then find one of the [Share & Care sessions](#) that will be organised from October onwards.

Would you like to report a suspicion of cross-border behaviour, integrity violation or wrongdoing? You can do so with your supervisor. But also, from mid-November, at the Social

Safety and Integrity Hotline. You can go there even if you are not sure where you can or should go.

For extra aftercare and support, you can also contact the [company social worker](#).

**Q: Is there a follow-up to the Mindlab?**

A: During the Mindlab, there are Idea cards on each table, where you can leave your (anonymous) feedback on the performance, the follow-up talk or the theme of a socially safe and inspiring working environment. Based on this feedback, as well as the observations of the discussion facilitators, we will analyse the common threads. What stands out? What is needed? What is at play? What is important?

We feed these red threads back to the organisation and departments. Together, we formulate an appropriate follow-up and connection to other activities. This could be, for instance, certain forms of conversation (such as the semi-structured follow-up conversation) as part of a recurring team meeting. Or an intervision on a specific topic or case (cooperation, hierarchy, work pressure) where we bring back some fragments or situations from the performance and discuss them in depth. Through the shared experience and language Mindlab offers, we quickly get to what it did to us and what we find important in this.

**Q: Why is TU Delft now choosing to bring the performance to Delft?**

A: The working climate we create together, of which social safety is an important part, is an important topic within TU Delft now and in the future. Simply because this working climate is an important factor for the quality of our lives, both inside and outside work. Within several faculties, the conversation about this has already started. And we see the importance of deepening this conversation and having it with as many colleagues as possible.

To help us with this, theatre performance Mindlab has been brought to Delft. Previously, this theatre performance by TheaterMakers Radio Kootwijk has been shown at the University of Twente, Utrecht University, Leiden University and TU/Eindhoven, among others, and was found there to be very valuable and thought-provoking.

**ABOUT THEATRE MAKERS RADIO KOOTWIJK**

**Q: Who developed the theatre performance?**

A: In 2020, TheaterMakers Radio Kootwijk (TMRK) developed the theatre production Mindlab together with the University of Twente and the University of Utrecht (UU) - partly with support from the VSNU through a grant from the Social Fund for the Knowledge Sector (SoFoKleS). Mindlab is mainly based on interviews conducted with staff from both universities. Meanwhile, the University of Amsterdam (UvA) is also enthusiastic and has committed to Mindlab as an ambassador.

Mindlab has since been seen at Twente University, Utrecht University, Wageningen University, TU/Eindhoven, Open University, Erasmus University Rotterdam, Radboud University & Leiden University.

TMRK creates theatre performances with a group of renowned actors and musicians, often at the intersection of work, life and love. TMRK works from its own home theatre De Theaterloods in Radio Kootwijk as well as in theatres throughout the country. Unique are the theatre performances created in close cooperation with organisations for their audiences. For instance, Ons DNA with the Public Prosecution Service, Camping Jokkmokk with Radboud UMC, Vuurdoop with the army and Rauw with the National Police. No training theatre, no 'educational' performances, no answers, but confrontational and often inspiring performances that want to spark a conversation within organisations about the essence of their existence. Performances with impact that inspire honest conversation.

Would you like to know more about TMRK? Then check out their [website](#).

**Q: Who plays in the show?**

A: The cast consists of renowned actors associated with TheatreMakers Radio Kootwijk. These are Sophie Schut, Olaf Malmberg, Pieter van der Sman, Loulou Rhemrev and Dave van Beek. For more information on the actors, see [www.tmrk.nl](http://www.tmrk.nl)

**Q: How did the actors prepare for their roles?**

A: An intensive period of research preceded the performance. Mindlab is partly based on literature research and on interviews conducted by the artistic core team of TheaterMakers Radio Kootwijk with staff members at various universities.

**PRACTICAL INFORMATION**

**Q: On which days will the theatre performances be held?**

A: The performances will take place between 11 and 22 November 2024 and between 21 January and 7 February 2025 in Lijm & Cultuur. In total, the programme lasts about 3 hours including reception and after-talk in the Mindlab Café. It takes place in the morning (between 10.00-13.00h) or the afternoon (between 14.00-17.00h).

Some of the performances are offered specifically for faculty staff. You can also register for a university-wide performance, if you prefer not to experience this performance with your immediate colleagues, or rather with people from outside your faculty.

When you sign up via the [sign-up link](#), you will be given a number of options - you can sign up for your preferred date and time, based on availability.

**ABOUT SIGNING UP AND CANCELLING REGISTRATION**

**Q: Will I receive an invitation once I have registered?**

A: You will receive immediate confirmation of receipt of your registration.

In the week before the registration of your choice, you will receive a reminder for the performance containing your ticket with the necessary details. This must be shown at the reception desk. You cannot attend the performance without a ticket.

**Q: How can I register for the theatre performance?**

A: You can do so via the following [link](#).

**Q: How can I see if seats are still available?**

A: Only the performances for which seats are still available are shown.

**Q: I would like to go on a certain date, but now I see that the theatre performance is full?**

A: If the theatre performance is full on your preferred date, please check one of the other options. If you absolutely want to go to Mindlab on a certain day but it is full; please send an email to [mindlab@tudelft.nl](mailto:mindlab@tudelft.nl). We work with waiting lists. If places become available, you will be contacted.

**Q: How can I unsubscribe if I cannot attend the theatre performance after all?**

A: You can deregister via the link in the confirmation of receipt, or via the Intranet log-in. We do ask you to cancel in good time if you know you will not be using a reservation, in order to avoid empty seats in the auditorium and to give other colleagues the opportunity to attend the performance.

**DURING THE PERFORMANCE**

**Q: I am late, can I still enter the theatre performance?**

A: Latecomers are unfortunately very disruptive for both actors and the audience present. Therefore, please arrive on time. You cannot enter after the start time of the performance. We are sorry for that, but we do this so as not to disturb both the audience and the actors during the performance.

**Q: Are snacks/drinks included with the performance?**

A: Every visit to the performance includes a snack/drink.

**Q: Is there any cost associated with attending the theatre performance?**

A: There is no cost associated with attending the performance and associated catering.

**OTHER**

**Q: My question is not listed, who can I contact?**

A: Please contact us at [mindlab@tudelft.nl](mailto:mindlab@tudelft.nl)

