

## Micro Lab and Ice Breaking

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### 1. Introduction

Micro lab is a process oriented package of experience, which is used to prepare the participants to learn psychologically. When a group of people unfamiliar with each other come together they may not mix freely with new faces and that may likely hinder the learning process. Unless they are psychologically prepared, their apprehensions are shed and their defenses/ resistance are lowered, the participant may not derive benefit from the training program. They need to be thoroughly motivated and opened to learning process, if they have to fully participate in the training program.

2. This laboratory training is useful as it provides a preamble to the training program in terms of mechanics of the participant's involvement and the philosophy of experiential learning as compared to learning through other training methods.

### 3. Purposes of Microlab exercise

4. 1. Acquaint participants with each other
5. 2. Build up and break participants' expectations about the training programme
6. 3. To describe the importance of interaction in the learning process.
7. 4. To get stimulated in their thinking process.
8. 5. To highlight and integrate process oriented training with other modules of the program.
9. 6. To articulate the necessity of shedding inhibitions to learn and perform.

### Tips to the Trainer

1. Microlab has to be conducted on the first day of the training program.
2. The purpose of the microlab should not be explained to the participant in the beginning.
3. A little anxiety or suspicion about the purpose of the microlab plays a positive role in its effectiveness.