

## Dialogue game

### Instructions:

The game is for 4-5 players (+one observer). It consists of two parts: discussion and reflection. There are three scenarios to choose from, which focus on different issues in dialogue.

First everybody selects a random role and personality. The players know each other's roles (have "name" tags if necessary) but the personalities are kept secret until the reflection part. The time for the discussion part of game is flexible. When the group reaches the goal, it can go on to the reflection part. There can be an observer, who gives feedback, or groups could work independently, if preferred.

The aim of the game is to practice dialogue with added personality. The personality is not the most important thing, but it enriches the dialogue.

### Reflection:

After the discussion the group (and the observer) will reflect on their dialogue. There are many factors concerning dialogue in workplace such as judgement, assumptions, forgiveness, listening, voicing etc. The reflection is not restricted, but here are some helpful questions to get you started:

- What kind of personalities were there in the game?
- How did they affect the dialogue?
- What kind of problems arose and how did you deal with them?
- How could the game help you in future dialogues?

### Personalities:

1. Player ignoring all the other players except one,
2. player agreeable to everything,
3. easily triggered/getting offended,
4. player not taking anything seriously,
5. player not agreeing on anything,
6. highly emotional/ dramatic player,
7. player who gets easily carried away/focuses on small details,
8. gatherer of the opinions,
9. goal-oriented player,
10. mean/judging player,
11. shy/silent player,
12. talkative player,
13. player who changes their opinion all the time,
14. player who doesn't change their opinion easily,

15. hasty player,
16. player who wants to make compromises,
17. super interested and positive player,
18. passive and uninterested player,
19. player asking what the others think,
20. player with leader personality,
21. constructive player,
22. empathetic player,
23. player supporting one player,
24. supportive player,
25. player who doesn't understand what's going on

Scenarios:

1. Your organization is having financial problems and now there is a high possibility that someone is going to lose their job. Different personalities have a coffee table discussion about what would be good solution to the situation.

- a. person close to retirement
- b. single parent
- c. short-term worker
- d. not-so-productive worker
- e. workaholic

2. There is a meeting about an employee who has made a mistake that has affected the workplace. First decide the mistake that has happened. How do the co-workers react? What should be done next?

- a. person in charge
- b. worker who made the mistake
- c. co-worker who had to correct the mistake
- d. co-worker and a friend of person b.
- e. co-worker

3. What are your workplace's values? Define some.

- a. shop steward/trustee/human resource manager
- b. team leader
- c. financial manager
- d. worker
- e. worker