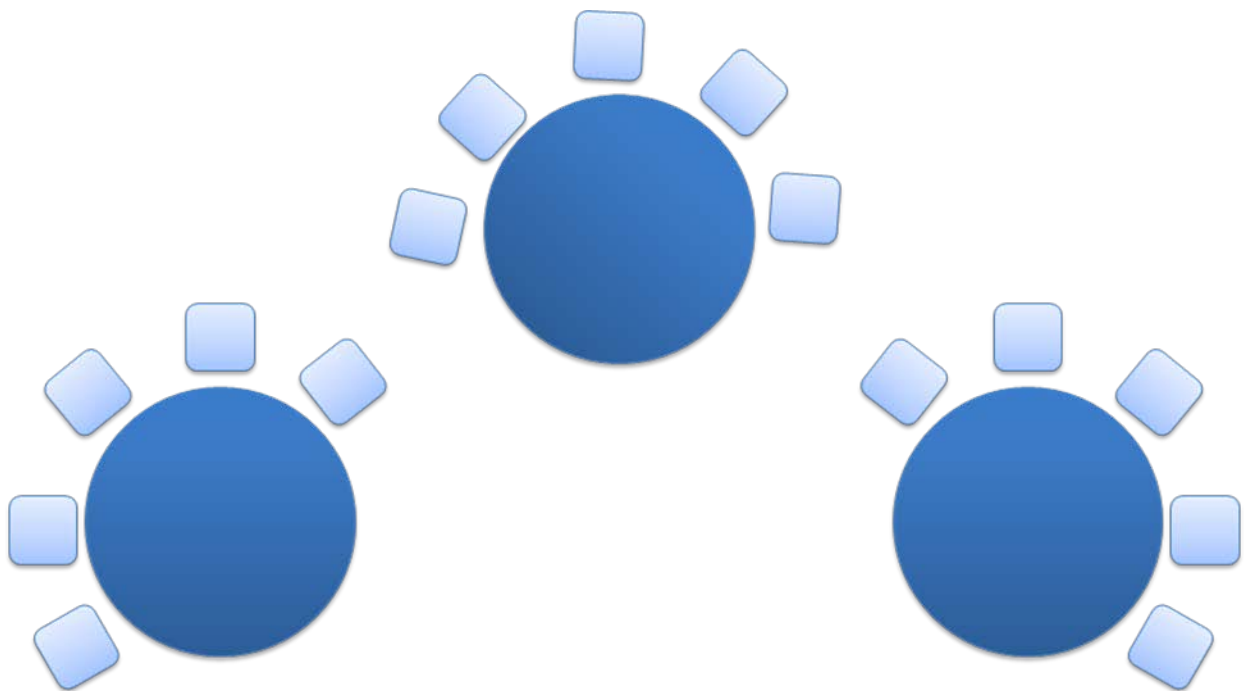


Simulation Game



Card Conflict

Simulation Game – Working Together Works!

Purpose

To explore assumptions that everyone's beliefs and company beliefs are in-line and when they're not, what practical actions can people do to align them to other beliefs.

Specifically, this simulation entraps learners into assuming that everyone abides by the same rules of acceptable behaviour.

Supplies

- ✓ 1 deck of playing cards for each group of players.
- ✓ 1 set of handouts for each group of players.

Flow of Game

Teams

Divide learners into teams of 4-6 people.

Seat teams at different tables

Distribute Handouts

Give each group a set of handouts that explain how to play 'five tricks'. Learners will think they are learning the same game, but each table has slightly different sets of rules.

Learn the Game

Ask learners to help each other (within the same team) to learn the game. Encourage teams to play a few practice rounds. When teams know the rules, the handouts can be collected.

Conduct Round 1

This round consists of local tournaments at each table. Ask learners to play silently for 5-minutes. They should keep track of the number of 'tricks' they win. During the tournament, learners may not talk or write notes to each other (however, they may gesture and draw pictures to settle any disagreements). After 5 minutes, identify the 2 people that have won the most tricks at each table.

Conduct Round 2

During this round, the winning learners advance to the next table. The people at each table will now be using different rules, creating chaos and confusion. Continue to prohibit all verbal communication. After 5 minutes, identify the two players at each table that have won the most tricks.

Conduct several more rounds

Continue as round 2 for 2-3 more rotations following the same rules.

Debrief

See suggestions later in this document (or [click here](#)).

Prepare Handouts

Handouts are later in the document, but the differences are:

Version	Ace	Trump	Trump any time
1	High	No	-
2	High	Spades	No
3	Low	Spades	No
4	Low	Spades	Yes
5	High	Spades	Yes
6	High	Diamonds	Yes
7	Low	Diamonds	Yes
8	Low	Diamonds	No
9	High	Diamonds	No
10	Low	No	-

Debrief

This can be as long as you want to make it. Bring out the key elements that you want learners to leave with. The following may help:

What Happened?

- ✓ Let's walk through what just happened. What was the first thing I asked you to do? Then what? Etc
- ✓ What happened during the game?
- ✓ What surprising things happened during the game?
- ✓ What amusing things happened during the game?
- ✓ What stressful things happened during the game?

How do you feel?

- ✓ How did you feel while playing this game?
- ✓ What did you like most?
- ✓ What did you like least?

Feelings might include

- ✓ *Anxiety*
- ✓ *Fear*
- ✓ *Frustration*
- ✓ *Happiness*
- ✓ *Stupidity*
- ✓ *Suspicion*
- ✓ *Tension*

Interpret what the game

ie ask questions that highlight layers of meaning and purpose. What significance do people attaché to a subject? What alternatives do they identify?

- ✓ How might this exercise relate to the real world?
- ✓ What would be most difficult to apply in the real world?
- ✓ What was new for you?

Action

- ✓ How will we apply what we learned from this exercise in the world of Asda?

Bring out things like:

- ✓ In most interpersonal situations, we make several unwarranted assumptions.
- ✓ People who engage in the same activities may use different procedures.
- ✓ Not everyone may have the same set of rules.
- ✓ People look for outside guidance and help during chaotic situations.
- ✓ During chaotic situations people tend to blame the 'others'.
- ✓ Assertive people have an advantage.
- ✓ When other people behave differently from your expectations, you assume that they are dishonest or ignorant.

- ✓ Very few people consider the possibility that different people may have different rules.
- ✓ Whenever you learn a standard set of rules, you feel that they are the only correct set of rules.
- ✓ In a conflict situation, some people give up easily rather than explain their views.
- ✓ The home team has an advantage in being able to impose its rules on people coming from the outside.
- ✓ Etc

Rules

Note

In all versions of the rules, a word has intentionally been left out from the paragraph 'Winning Tricks'. At the beginning of the game, while players are reading the handout, pretend to notice this mistake. Get players attention and announce:

"I have noticed a mistake in your handout. Let's get it corrected. Please locate the paragraph with the heading 'inning Tricks'. The second sentence reads – The person who played this card gathers up the trick and places it face in front of him/her.

This should read

*The person who played this card gathers up the trick and places it face **DOWN** in front of him/her.*

Please make this correction now"

This brief action subtly suggests to participants that they all have identical sets of rules.

Five Tricks

Cards	Only 40 cards are used. Ace, 2, 3, 4, 5, 6, 7, 8, 9, 10 in each suit (hearts, diamonds, clubs, spades) Ace is the highest card.
Players	6
Deal	The tallest person is the first dealer. The dealer shuffles the cards and deals them one at a time until each player has 5 cards. The remaining cards are placed aside, face down.
Start	The player to the left of the dealer starts by leading (playing) any card. Other players take turns playing a card. The cards played constitute a trick.
Winning Tricks	When all players have played a card, the highest card wins the trick. The person who played this card gathers up the trick and places it face in front of him/her.
Play	The winner of the trick plays the first card of the next round. This procedure is repeated until all cards have been played.
Following Suite	The player for each round may play any suit. All other players must follow suit (which means they should play a card of the same suit). If you do not have a card of the first suit played, then you may play a card of any suit.
Trumps	In this game there are no trumps, so players must follow suit whenever possible. If you do not have a card of the first suit played, then you must play a card of any suit. You don't win the trick even if you played a high card because it is not of the same suit as the first card for that round.
Continuation	Game ends when all cards have been played. Record the number of tricks won by each player. Immediately begin the next game with a new dealer (the player seated to the left of the previous dealer).
Ending	When time is called, complete the trick you are currently playing. Do not play any more tricks. Add up the total number of tricks for each player to decide the 2 winners.

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