

Dilemma

Instruction game supervisor

morals at work
Integrity games





The role of the game supervisor

- The game supervisors need to be confident in their roles: they need to feel comfortable in the supervision of the game.
- The role of the game supervisor is facilitating. He/she does not guide on content, but listens, asks questions and keeps track of the aim of the game.
- The game supervisor collects input for the team reflection at the end of the game.



Attitude and skills

- The game supervisor facilitates a meeting in which he/she helps the group in reaching joint results through dialogue.
- Is neutral with regards to the content and the group.
- Creates an atmosphere in which participants are actively invited to participate and share responsibility for the result.
- Is responsible for a good balance between playing the game and having a dialogue/discussion.



Dealing with resistance

- Expressions of resistance precede the content.
- Drop the content when you recognize resistance. Voice what you are noticing.
- Questioning and listen: try to understand the point of view of the other
- Remain calm and discuss the options.
- Check whether the resistance has been discussed sufficiently and only then continue.

Points of observation



What is the interaction in the group like?
Be aware of negotiations, group pressure, sharing of knowledge, moments of refusal and resistance.



How is the commitment to the game?
Are people listening, summarizing and continuing their line of questioning?



Tips & tricks for the game supervisor

- Ask the participants to agree that anything that is said during the game session will not be discussed with others.
- Before shuffling the cards, take out the protest cards and put them aside. After shuffling, place them on top of the deck. This way, every player receives at least one protest card when dealing the cards.
- Sometimes it takes pretty long to discuss a dilemma. If that's the case, you can use a 'Special Issue Card' and ask the participants at play to make an appointment for further discussion.
- If you notice that a certain dilemma does not appeal to the players, keep it short. Continue on to the next player. After all, there are still enough dilemmas that will certainly raise more questions.
- Make sure you carefully read the situation sketches and their answers. This often gives you the opportunity to ask additional questions.
- Do not settle for an abstract answer. Ask for clarifying experiences and practical examples. Involve everyone in the conversation. Ask one of the other players what they would do in that situation. Also ask other players for arguments that go against the chosen answer.
- And last, but not least: Praise all participants for their integrity.

Players evaluations

Component	Rating (1-10)	Explanation
Clarity of the rules and explanation	<input type="checkbox"/>
Relevant game questions and assignments	<input type="checkbox"/>
Atmosphere and safety	<input type="checkbox"/>
Game enjoyment	<input type="checkbox"/>
Supervision expertise	<input type="checkbox"/>

What part of the session remains with you?

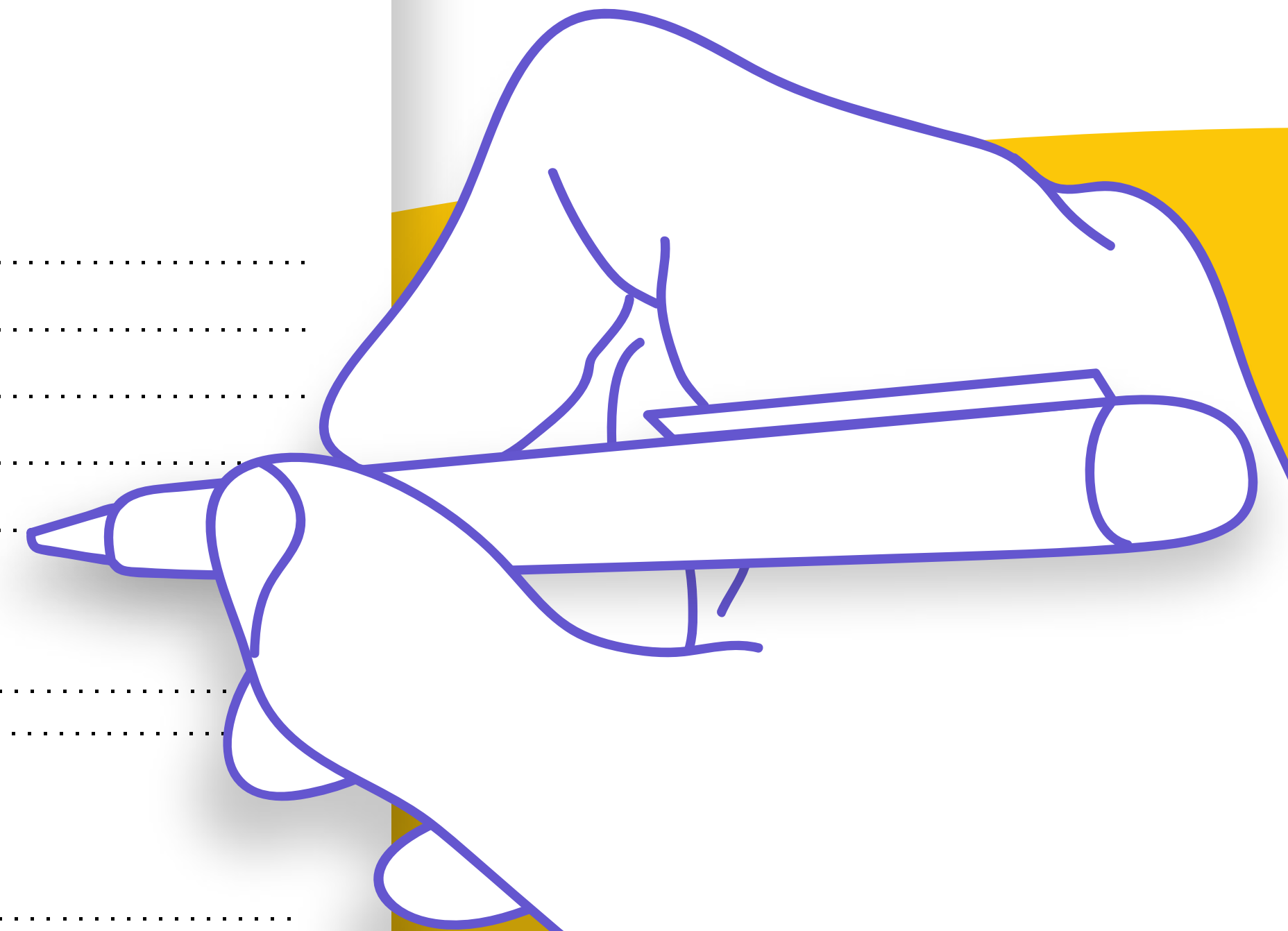
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Which ideas or suggestions do you have to deal with integrity?

Organisation
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Colleagues
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Personal
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Possible next steps

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