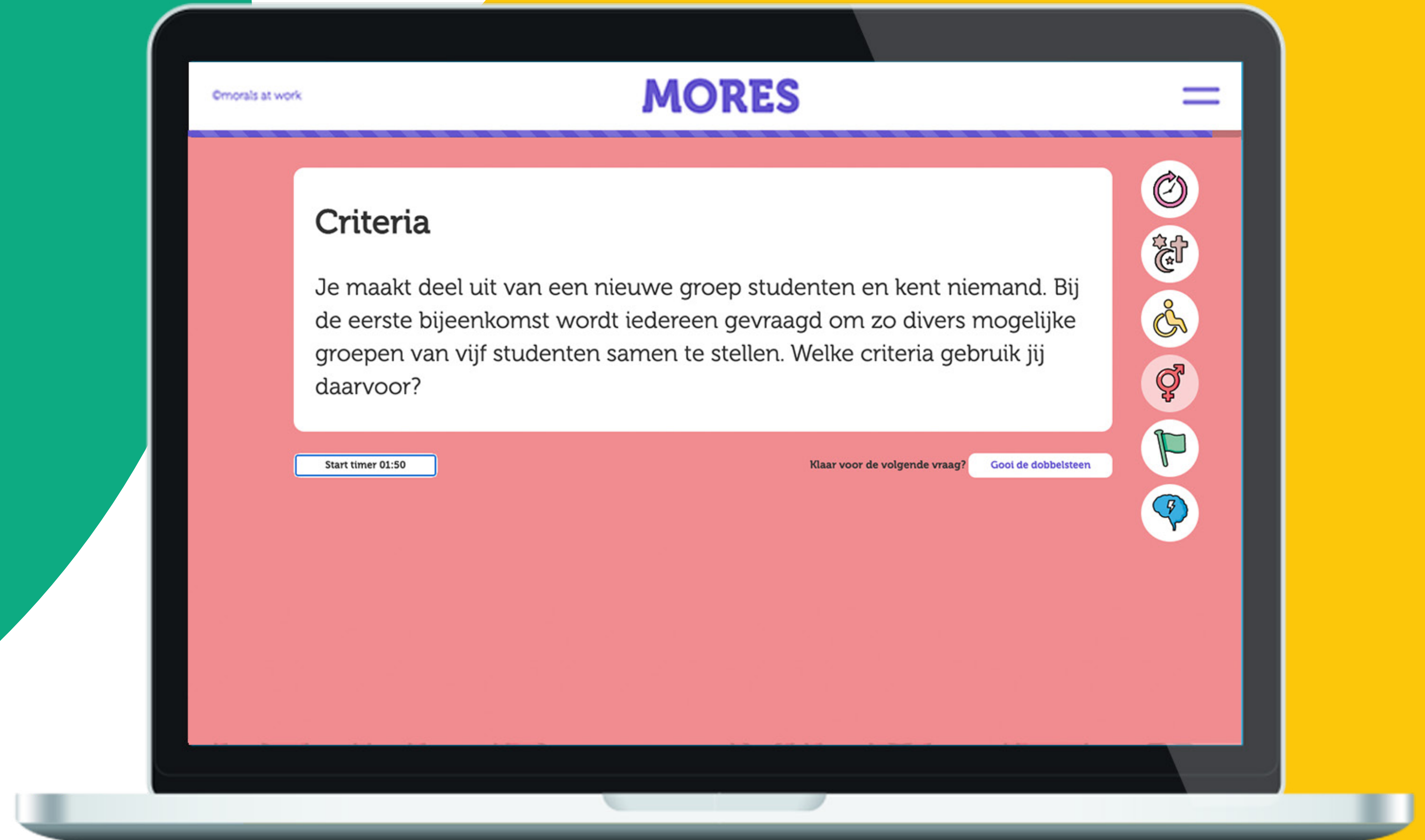
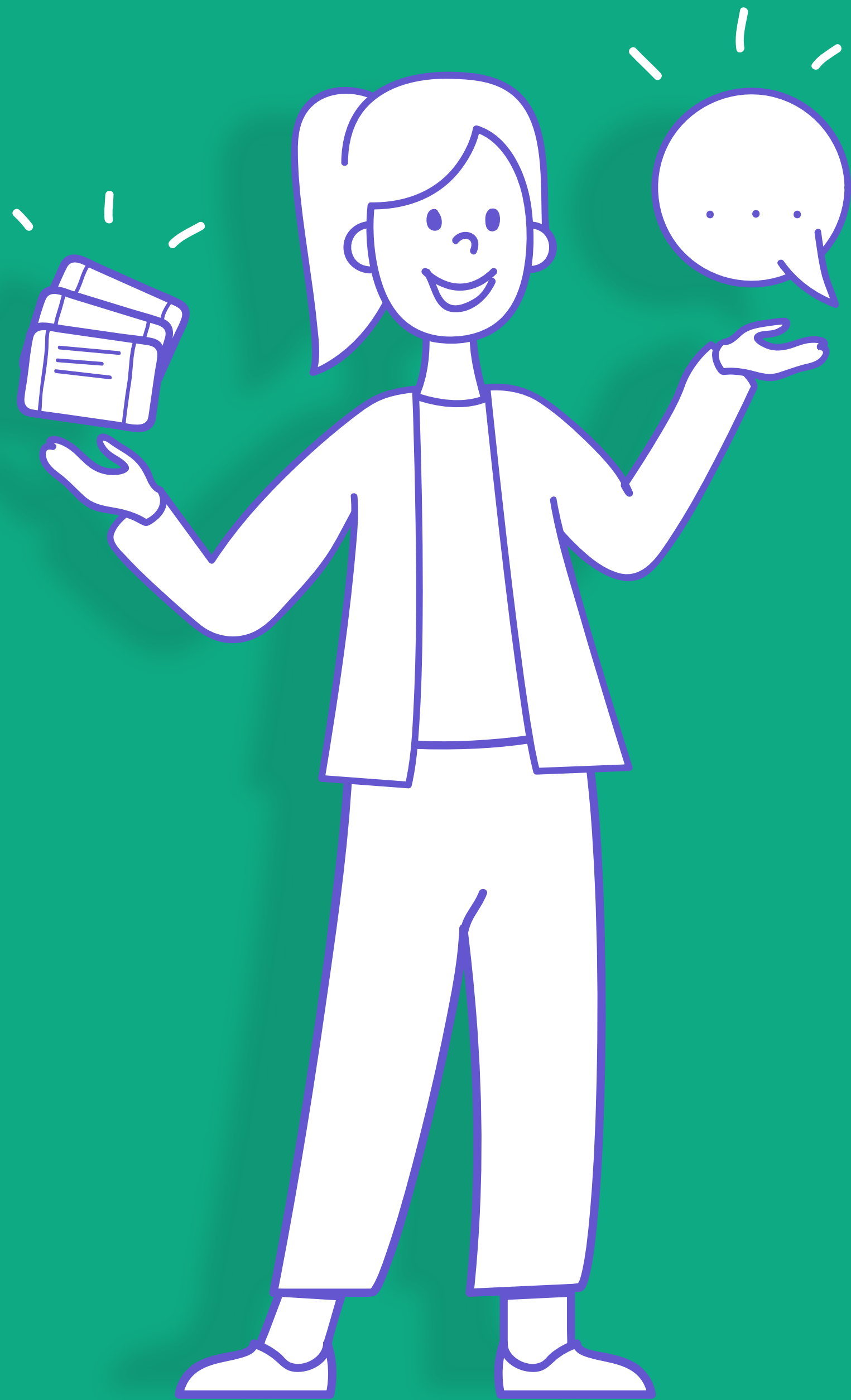


Mores

Instruction game supervisor





Attitude and skills

The game supervisor

- needs to be confident in his/her roles: they need to feel comfortable in the supervision of the game.
- facilitates a meeting in which he/she helps the group in reaching joint results through dialogue.
- listens, asks questions and keeps track of the aim of the game.
- 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
- collects input for the reflection at the end of the game.



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.
- 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.

morals at **w**ork

Integrity games