



Erasmus+



## Training Session

# Creating Win-Win Solutions

### Purpose:

- To demonstrate how to manage conflict by turning it into cooperation

**Materials:** A room without tables but with a chair for each participant, copies of each instruction (see below) for one third of the participants

**Length:** 30 – 45 minutes

**Number of Participants:** Large group

### Procedure:

1. Give each participant one set of instructions (A, B, or C), distributing equal numbers of the three different instructions. Tell them not to show their instructions to other participants as this will defeat the purpose of the exercise.

2.

**A. Put all the chairs in a circle. You have 15 minutes to do this.**

**B. Put all the chairs near the door. You have 15 minutes to do this.**

**C. Put all the chairs near the window. You have 15 minutes to do this.**

3. Tell the participants that they can start the exercise and to follow the instructions that they were given. Give the participants 15 minutes and see what happens.

4. Discussion: The instructions cannot be carried out unless people with identical instructions cooperate. The sub-groups cannot carry out all of their instructions unless they cooperate. There are several possible solutions:

- Putting all of the chairs in a circle, between the door and the window
- Consecutively putting all the chairs in a circle, then near the door, then near the window
- Disobeying part of the instructions, by putting one third of the chairs in a circle, one third near the door and one third near the window
- Reframing the situation by hanging two signs in the middle of the room – one that says "door" and one that says "window"
- Disobeying the instructions entirely

Questions for Discussion:

- What did you experience while playing this game?
- Did you feel that the chair you were sitting on was yours, to do with as you pleased?

- How did you relate to people who wanted something else?
- Did you cooperate, persuade, argue, fight, or give in?
- If you confronted others, how did you do this?
- Did you follow the instructions?
- Why did you interpret the instructions as you did?
- Did you feel that the instructions must be carried out no matter the cost and to the exclusion of others?
- In what way are your feelings about instructions influenced by your cultural background?
- Did your culture influence the way that you behaved in this situation?
- Can you relate what happened here to real life situations?
- How is this exercise relevant to peer-mediation?