

**Purpose**

To provide a tool for open discussion of workplace situations designed to find alternative outcomes and assist build better relationships.

**Exercise activities**

Write a short description of an encounter between 2 or more creatures in the work place to show how interaction is perceived from each of the animals and what their thoughts and feelings are relating to what happened and why.

The role plays are then discussed in a group to hear if other’s perceives the interactions would occur differently and if the behaviours are true to the type. Dialogue follows on what different strategies each of the animals could have employed to reduce conflict and perhaps generate an alternative outcome (better or worse).

**Steps**

1. Select 2 cards from the pack (either at random or specific animals if you have a particular situation you wish to capture or share).

Place the 2 cards face up, consider their behavioural types and likely relationship and reactions if they were to interact.

2. Imagine a situation where these 2 creatures may interact in an organization. Write a short series of ordered phrases (in a format similar to the boxes below) to describe the interactions between these 2 creatures. It could be a verbal exchange or description of physical activities or body language.
3. Review your exchange. Is it the only possible exchange? Does it represent a typical exchange? Record what you think would be the best, typical and worst outcomes. Record you reasons for believing why these exchanges would occur in this particular way.
4. Consider what could have been done differently to secure a different outcome for this exchange. Are there long term repercussions? Will the relationship be better or worse after the exchange?
5. Discuss your role play with others to hear different perspectives and potentially alternative outcomes from colleagues.

Creature 1 says or does	Creature 2 says or does	Why did this happen
1.	2.	
3.	4.	
5.	6.	
7.	8.	

**Best outcome:**

**Worst outcome:**

**Most likely outcome:**

**Note:** More creatures can be built into the role plays if sufficient time is available. More exchanges can also be incorporated for a more complex situation.