

Wilderness: A Survival Simulation Exercise

Objectives

- To illustrate group problem-solving skills and offer opportunities for groups to practice effective communication
- To provide a group with a challenging problem to solve that supports cooperation, communication, trust, and leadership
- To experience EQ elements, Type preferences, conflict or motivational styles when used in conjunction with the corresponding organization development instruments

Trainer Instructions

Print a copy of the attached handout for each participant. Read the introduction to the group as you give them each a copy of **page one** of the handout. The team then has 15 to 25 minutes to discuss and produce a group ranking of the survival items.

At the conclusion of the discussion and report, give each participant the remaining pages of the report and allow them time to read over the explanation and score themselves as a group.

Debriefing Instructions

1. Ask the group if/in what ways this process reflected their workplace.
2. Ask the group if everyone's ideas were heard.
3. Ask how welcoming the group was to new ideas.
4. Ask if there was more competition or collaboration between group members.
5. Ask if a leader emerged? If so, how? What techniques did he/she display?
6. Ask if airtime was managed well, and how was it done (or not done)?
7. Ask if disagreements were confrontational. How were differences of opinion handled?
8. Ask if upon reflection, there are any ways in which the group could have managed the process better.

Additional Debriefing Options If Used After A Personality Type Introduction

Note: This is a great activity to see how Extraverts and Introverts manage issues around communication as well as how J and P issues surface around planning. This activity can highlight other issues around the Data Gathering Function and around the Decision Making Function.

1. Did every member participate?

Category

Group Problem Solving

Post Introduction to Type, post introduction to EQ-i Feedback, SDI or introduction to other organization development psychometric assessment instrument

Exercise Stage

Basic stand alone, as part of a half day to a full day of experiential activities

Post-intro to an organization development instrument

Number of Participants

Minimum: 3

Maximum: 10 (larger groups can be divided into multiple teams)

Time Required

Minimum: 30 minutes

Maximum: 60 minutes

Materials Needed

The written handout for each member of the group



2. Was there a clear process?
3. Was there a plan? Was it followed?
4. Were group members more task-focused or people-focused? Was there balance?
5. What was the level of agreement with the outcome?

Additional Debriefing Options If Used After EQ-i Introduction

Note: This is a great activity to see how behaviors associated with many EQ elements manifest. Most commonly encountered behaviors associated with EQ elements on this activity are: Emotional Self Awareness, Emotional Expression, Assertiveness, Independence, Empathy, Problem Solving, Social Responsibility, Impulse Control and Flexibility. The list of questions to ask around EQ elements are numerous, but some common ones are:

1. Did anyone feel frustrated at some point?
2. Were you able to identify the feelings experienced and what was causing them?
3. How did you express or deal with that?
4. Did anyone dominate the conversation or speak incessantly?
5. Was anyone inhibited from voicing their opinion about how you should solve this problem?
6. How assertive were you?
7. Did people think of new ideas that had not been brought up before? Did they voice them?
8. How did your emotions, as you experienced them, help or get in the way of working together on solving the challenging environment of varying opinions and perspectives?
9. How flexible were you in adopting an idea and changing your views/emotions about it?
10. Were you able to approach the changing directions with an open mind or were you stuck on the “old way of doing things?”