



The Movie

Interpersonal Communication,
Cooperation, Team Building

GrowinGame



2.5 - 3 h



min: 10, max: 20
optimal: 12 - 18

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Author:
Krzysztof Szewczak



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Edition 2

TABLE OF CONTENTS

About the game 4

Gaming materials 6

The course of the game 7

Game playing experiences 11

Example statements of the participants 14

Printouts 15

 Sheets with Adjectives 16

 Instructions – Implementation Department 20

 Instructions – Finance Department 22

 Instructions – Creative Department 24

 Instructions – Market Research Department 26

 List of Previous Productions 28

 Recapitulation of Players’ Experiences 29

 Trainer’s Questions 30

Game Plan 31

Terms and Conditions of Licence 32

About the game

“The Movie” is an extremely absorbing game dealing with interpersonal communication. It provides the participants with an exceptionally revealing insight into different styles of building relationships and communicating with others, as well as the influence of these differences on teamwork.

The participants take on the roles of employees of a film production company, which has just come across an excellent opportunity to make it in their industry. Their task is to come up with an idea for a movie, whose production budget will be sponsored if they win the contest. This seemingly easy task will turn out to be a real challenge when it comes to collaborating with the staff at the other departments.

Different communicating styles, different personalities, different ways of perceiving the same tasks, and different priorities – all that makes the game not only immensely compelling but first of all highly informative.

In its basic structure, “The Movie” training game draws on Carl Gustav Jung's theory of psychological types. It may be an attractive supplement to training courses in interpersonal communication based on such methodologies as: [Insights](#), [DISC](#), [MBTI](#).

The participants get assigned to one of four teams symbolized by the colours: red, yellow, blue and green – a convention popularly applied in the context of psychological types. The division into teams is carried out in an interesting but at the same time uncomplicated way and the carefully prepared instructions strengthen the effect of the game itself. This makes it possible to observe a whole variety of behaviours typical of the particular styles of communicating and decision-making.

“The Movie” is a game which not only absorbs the participants, but most of all enables them to learn about their own (and the other players') style of building interpersonal relationships and manner of making decision. It is a game which reveals the strengths and potential weakness, inspires and leads the participants to valuable conclusions for the future.

The competencies developed:

- interpersonal communication,
- cooperation,
- team building.

Additional objectives:

- To get to know four styles of communicating with other people and making decisions and to experience the influence of the four on cooperation within a team.
- To get to know the strengths and potential weaknesses of each of the styles.
- To find out what one's own style of communicating is.
- To identify the ways of making communication with other people more effective.

The Movie

Note! The structure of the game is based on the assumption that the training group will include representatives of different communication styles, e.g. staff from various departments, participants of an open training course. It is possible that in some groups the participants will only represent specific styles – e.g. in a group comprised of salespersons only. If this is the case, the trainer may be required to get to know the course participants and evaluate their styles before deciding whether it will be useful for them to play the game.

Gaming materials

Printable Handouts

Title	Page	How many copies to print out?
Sheets with Adjectives	16 – 19	1 copy
Instructions to participants	20 – 27	1 copy for each team*
List of Previous Productions	28	1 copy each for the Implementation and Finance departments*
Recapitulation of Players' Experiences	29	1 copy for each team

* Print out a larger number of copies if your training group consists of more than 12 people.

Trainer's Printouts

Title	Page
Trainer's Questions	30
Game Plan	31

Also, prepare the following:

- A flip chart and markers.
- Tables – for the “Working in Teams” stage you will need 4 tables (place them as far away from each other as possible) and for the “Working as a whole group” stage you will need 1 table (place it in the middle).

The course of the game

1. An introduction to the game

Invite the participants to play the game, briefly indicating its main objectives.

I'd like you to play a training game, which will give you an opportunity to learn about different styles of communicating and decision-making. Additionally, we will be able to observe the influence of those styles on the efficiency of communication and cooperation.

You will take on the roles of employees of different departments of a film production company. Your company has a golden opportunity to make it in the film industry. Your task will be to come up with an idea for a landmark movie that will win a contest.

In a moment, I'll give you your instructions, where you'll find a description of the rules of the game and the tasks you're faced with.

Here is what the game will progress like.

Point out the consecutive stages of the game – for the sake of dynamics, note them down in advance and put the list up on the flip chart or include in the presentation.

Getting familiar with the instructions (approx. 10 min.) – Once you're divided into teams, you'll have about 10 minutes to get familiar with the instructions.

Working in teams (20 min.) – Thereafter, you'll have 20 minutes to get prepared in your teams.

Working as a whole group (40 min.) – At this stage all the teams come together to determine the final shape of the plan for the movie – the version to be submitted into the contest.

Recapitulation in teams (15 min.) – When the role play comes to an end, I'll ask you to work in teams and recapitulate your experiences and impressions.

Break (5-15 min.) – If necessary, I'll suggest that you have a short break.

Debrief – At this stage we'll have a closer look at your experiences and we'll try and draw some conclusions which you may find important for your careers and personal lives.

In the materials I'll hand out in a moment you'll find information about your company and your tasks. If you have any questions, please bring them up as they arise, directly to me.

Division into teams

After such an introduction to the game, go on to divide the participants into teams.

*This part is only available with the **full version of the game**.*

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Handing out the instructions

Hand out the *[Instructions]* intended for particular departments, depending on the set of adjectives chosen. The *[Sheets with Adjectives]* and the corresponding *[Instructions]* are marked with the same colour line around the text box.

Also, hand over the *[List of Previous Productions]* to the teams playing the role of the Implementation Department and the Finance Department.

Give the participants some time to read their instructions. Before starting the role play, make sure that everyone understands the rules and answer their questions, if any.

2. Working in teams

Remind the participants that they have 20 minutes to get prepared in their teams. Then start counting down the time left.

Observe the teams' work. As early as at this stage you will notice differences in the groups' work-organization strategies, attitudes or concentration on different aspects of the situation and tasks.

Do not inform the participants of how much time they still have, unless they ask about it themselves (pay attention to which teams do so).

After the 20 minutes' teamwork, ask all the participants to gather at one place, preferably at a number tables joined together.

3. Working as a whole group

Remind the participants that they have 40 minutes to work together and come up with an idea for a film; then start counting down the time left.

At this stage, you should restrict yourself to observing the participants' actions.

4. Determining the winners

*This part is only available with the **full version of the game**.*

Announce the winning team (it may be a few teams), congratulate its members and encourage the others to applaud the winners. It is also worth appreciating the other teams' work.

5. Recapitulation of the role play in teams

*This part is only available with the **full version of the game**.*

6. The game debrief

It is a good idea to start the debrief stage with a short introduction to the concept of communicating and decision-making styles. The most important information to emphasize is that none of the styles is either "good" or "bad". They all have their strengths and potential weaknesses to be aware of.

Trainer's Questions

Thereafter, you may choose to illustrate the specific nature of each style by using the questions provided in the [Trainer's Questions] set. In this case, we recommend the following mode of working:

*This part is only available with the **full version of the game**.*

When you have gone through all the questions in the [Trainer's Questions] set and perhaps asked your own – formulated on the basis of your knowledge and observation of the teams, you may give the particular styles (and colours) the names adopted in the theory you draw upon.

Presentation of players' experiences

Once this brief description of the styles is produced, go on to ask the teams to present the conclusions they wrote down on the [Recapitulation of Players' Experiences] sheets. These will certainly supplement the description of the styles, contributing some additional thoughts on communication and cooperation.

Both when asking the questions in the [Trainer's Questions] set and during the presentations of the conclusions written down on the [Recapitulation of Players' Experiences] sheets, you may expect some additional thoughts from the participants and some side discussions among them. Monitor and control those, so that they become an additional source of inspiration and knowledge.

Tips on communication

At the next stage, ask questions to generate some tips on communicating better with representatives of the other styles. Apply the following sequence to each of the teams, writing their suggestions down.

The Movie

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Application questions

This stage is aimed to integrate the participants' experiences with those from their professional or personal lives. Below there are some suggestions for questions to generate conclusions and helpful hints concerning further development.

- *To what extent are your role-playing experiences in line with what you encounter every day at work / in your personal life?*
- *What similar challenges do you face in your professional or private relationships with people who represent a different style?*
- *What changes are you going to make to your way of communicating with them?*
- *What will help you achieve your goals? What would you like to look to?*
- *In playing this game, what new things have you learnt about interpersonal communication and cooperation? Which of your previous beliefs have changed and which have been reinforced?*

Game playing experiences

Below you will find examples of participants' behaviours during the game, divided into particular teams and the styles represented.

Implementation Department (red colour)

- Once they have read the instructions they start working straight away. They soon establish their aim.
 - At the beginning of all the teams' joint session, they are the first to take the floor and they impose their way of holding the discussion, suggesting that each team present their ideas in a specific order.
 - They set their expectations for the film straight away.
 - From among the ideas suggested, they choose those which satisfy their expectations. They restrict any further discussion to those only.
 - They quieten others down or cut them off in mid flow.
 - They want the decision-making process to be based on concrete evidence, e.g. when the people from the Creative Department suggest producing a sequel to a blockbuster, a representative
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The Movie

of the Implementation Department speaks out: *Concrete evidence, please! - Who ever heard of that movie?*. When no one comes forward, they cut short the discussion.

- They try to force their expectations through. When one of their ideas is objected by the Finance Department, they suggest voting on the issue. Having lost the vote, the Implementation Department reject the result and declare that the solution they suggested goes through.
- Thanks to their determination, they make the other teams accept that the Implementation Department have the final word (although the instructions do not say so).

The main points of their account of their impressions of the role play:

- As regards the work of their own team:
 - *We strived to define our objective, we pulled together, everyone could speak their mind.*
- As regards all the teams' joint session:
 - *Not much collaboration, everyone wanted to achieve their own aim.*
 - *We liked the activity and the discussion.*
 - *It was disturbing, the way they shouted one another down.*
- Assessment of cooperation with the others:
 - The best to cooperate with were the Finance Department (blue) and the Creative Department (yellow) – *Because they were able to present their point of view.*
 - The most difficult to cooperate with were the Market Research Department (green) – *They didn't participate in the discussions and didn't try to force their ideas through.*

Creative Department (yellow colour)

*This part is only available with the **full version of the game.***

The Movie

*This part is only available with the **full version of the game.***

Finance Department (blue colour)

*This part is only available with the **full version of the game.***

Market Research Department (green colour)

*This part is only available with the **full version of the game.***

*This part is only available with the **full version of the game**.*

Example statements of the participants

- *The game showed who is what type of person and who I should find easy to cooperate with.*
- *I obtained information about the personalities of all those who participated in the role play.*
- *I gained practical knowledge of personality types and how to use them in the reality of company departments.*
- *I know how to talk to some types of people, what argument to use to defend my own opinion.*
- *Not every personality type is able to cooperate easily with every other personality type, but a mixture of those may create something good.*
- *I know what personality types I will find it easy to start cooperating with.*
- *I've learnt about my strengths and weaknesses.*
- *Now I know how others understand me and how I want to be understood.*
- *I've learnt what causes my conflicts with some people and now I know how to talk to them.*
- *You need to be open-minded, defend your opinion and be brave.*
- *I've learnt that the "greens" need some help to open up.*
- *I need to be more open-minded and active, have my own opinion.*
- *I've learnt different ways of communicating with people representing different personality types.*
- *It was an opportunity to learn about and precisely define other people's personality types, which I fail to notice in everyday relations.*
- *Restricting others may result in a milch-cow idea being never implemented, just wasted. This leads to disagreement which may have a bad influence on future cooperation.*
- *The role-play enabled me to define my personality more accurately.*

The Movie

Printouts

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*This part is only available with the **full version of the game.***

Instructions - Implementation Department

Your Company

This part is only available with the full version of the game.

Contest

This part is only available with the full version of the game.

Your Department

Your team is the Implementation Department. You look after smooth and efficient production at every stage of the film-making process – from the screenplay to distribution. That is why your task will be to ensure that the work on the project goes as efficiently as possible, but also that the project itself stands a chance to win the contest.

This part is only available with the full version of the game.

Work on the project

So far it has been your normal practice for all the departments to work on a movie separately, which slowed down the process of project development. This time you will only have a while to get prepared in teams. Thereafter you will meet the other departments (the Creative Department, the Finance Department, the Market Research Department) in order to efficiently work out your proposal for the film.

The Sponsor will be watching your work closely. He is going to take this opportunity to evaluate your commitment. Hence, you can prove yourselves by efficiently carrying out your tasks.

The winner will be the team with the highest final score as regards the fulfilment of their aims and tasks.

*This part is only available with the **full version of the game.***

Instructions - Finance Department

Your Company

*This part is only available with the **full version of the game.***

Contest

*This part is only available with the **full version of the game.***

Your Department

*This part is only available with the **full version of the game.***

Work on the project

*This part is only available with the **full version of the game.***

Instructions - Creative Department

Your Company

This part is only available with the full version of the game.

Contest

This part is only available with the full version of the game.

Your Department

This part is only available with the full version of the game.

Work on the project

*This part is only available with the **full version of the game.***

Instructions - Market Research Department

Your Company

*This part is only available with the **full version of the game.***

Contest

*This part is only available with the **full version of the game.***

Your Department

*This part is only available with the **full version of the game.***

Work on the project

*This part is only available with the **full version of the game.***

List of Previous Productions

*This part is only available with the **full version of the game.***

Recapitulation of Players' Experiences

Discuss your impressions and experiences of the role play. Write down the most important conclusions.

What are your general impressions of the game?	
How would you describe the course of your team's work and the feelings it gave you?	
How would you describe the course of all the teams' joint session and the feelings it gave you?	

*This part is only available with the **full version of the game**.*

Trainer's Questions

Which team spoke most frequently?	Who generally listened to the others talking?
Who watched the time? Who hurried the others along?	Who prolonged the discussions?

*This part is only available with the **full version of the game.***

Game Plan

1. Introduction

- Invite the participants to play the game.
- Present the game plan.
- Divide the participants into teams - [*Sheets with Adjectives*].
- Hand out the [*Instructions*].
- Hand over the [*List of Previous Productions*] to the Implementation Department and the Finance Department.
- Give the participants some time to read their instructions.
- Answer any questions.

2. Working in teams

- Announce the commencement.
- Measure the time left – 20 minutes.
- At the end make the participants gather in one place and invite them to work together.

3. Working as a whole group

- Announce the commencement.
- Measure the time left – 40 minutes.

4. Determining the winner

- Ask the teams to calculate their scores.
- Announce the winners and encourage everybody to applaud the winning team.

5. Recapitulation of the role play in teams

- Ask about their general impressions.
- Ask the teams to reassemble in their places.
- Provide each team with 1 copy of the [*Recapitulation of Players' Experiences*] and invite them to write down their conclusions.

6. The game debrief

- Ask the questions in the [*Trainer's Questions*] sheet and note down the conclusions.
- Ask for short presentations of the conclusions written down at the previous stage.
- Elicit tips on communicating with representatives of particular styles.
- Ask questions and lead the discussion.

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to use "The Movie" training game

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