

The Role that Role-Play Plays

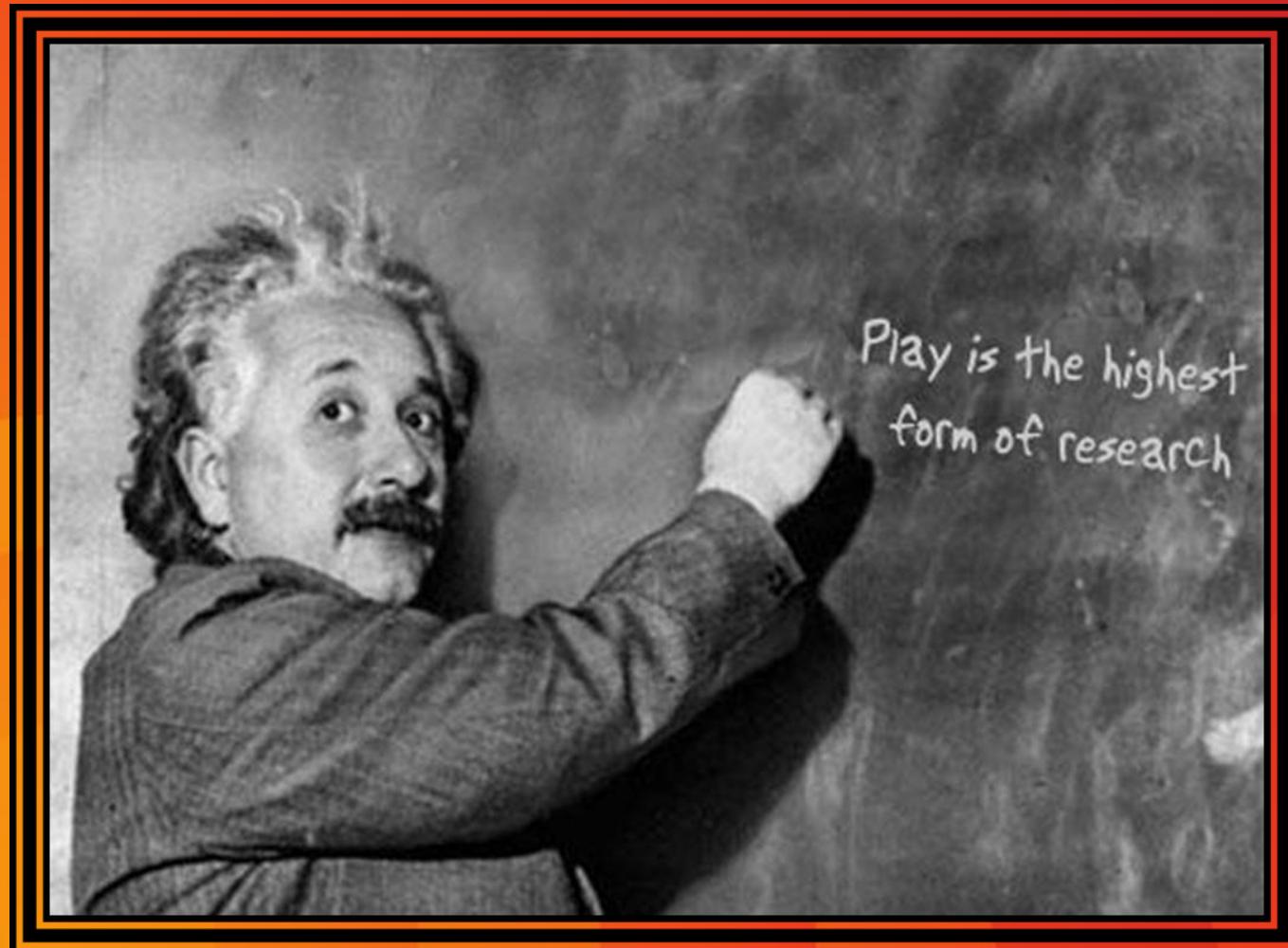


- ✓ Method to our Madness
- ✓ Act one, scene I
- ✓ Lights, Camera, Action!
- ✓ Inside the Actor's Studio
- ✓ Q and A



Way of Working

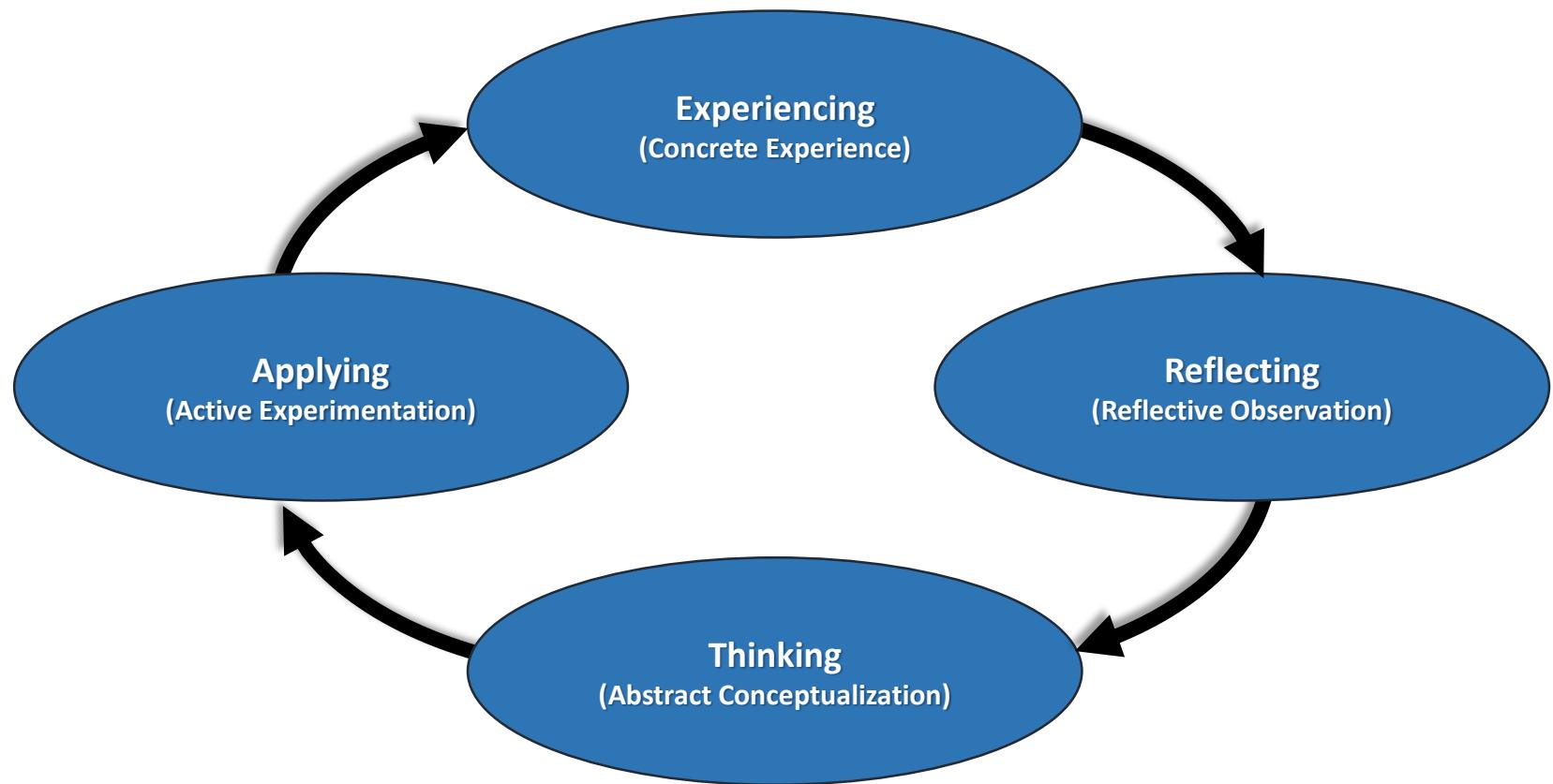
- ✓ Interactive
- ✓ Use the chat to respond, ask questions and exercise skills
- ✓ Share your ideas and best practices



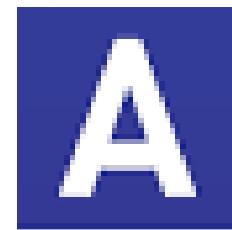
Triple Impact



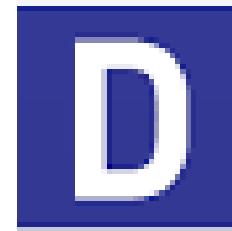
Method to our Madness



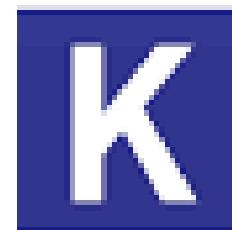
After David Kolb



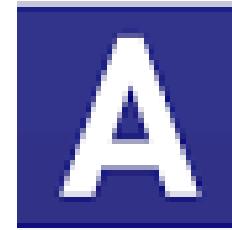
AWAWARENESS OF THE NEED FOR CHANGE



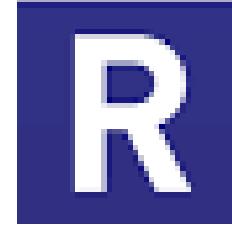
DESIRE TO SUPPORT THE CHANGE



KNOWLEDGE OF HOW TO CHANGE

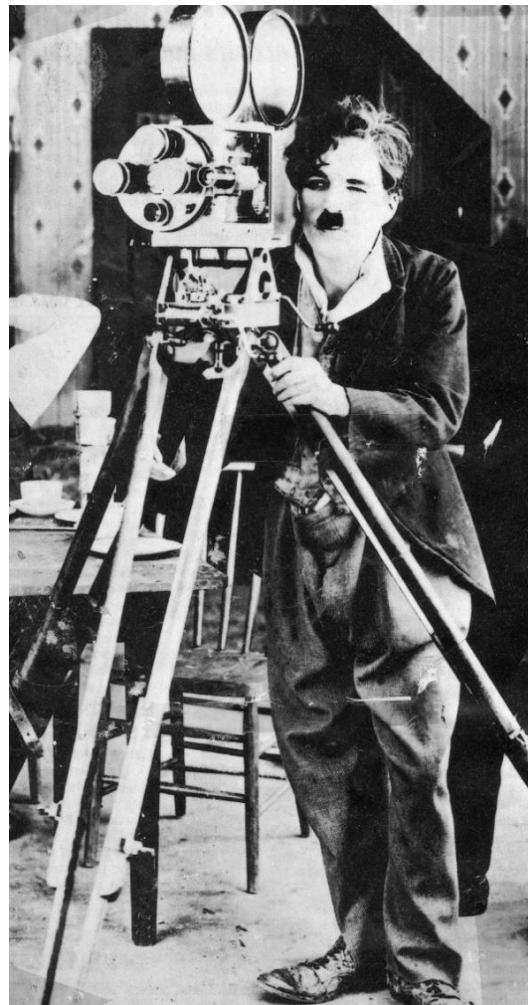


ABILITY TO DEMONSTRATE SKILLS & BEHAVIORS



REINFORCEMENT TO MAKE THE CHANGE STICK

Lights, Camera, Action



Different types of Exercises



Directed Scene

- ✓ Warming up Activity
- ✓ Interactive
- ✓ Recognizable
- ✓ No pressure



Directed scene

Goal: Elements of theme are addressed. Audience is warmed up.

- ✓ Procedure:
- ✓ Actors play a scene twice. The first time, the actors show ineffective behavior.
- ✓ Second time around, the audience yells “Stop” when they feel that the scene would be improved by showing different behavior.
- ✓ The audience directs the actors how to behave.
- ✓ Thus, creating effective communication.

Direct this scene

Horseshoe exercise

- ✓ Compact with impact
- ✓ Simple theory or skill is practiced
- ✓ Learning from each other
- ✓ Pitfalls and best practices discovered
- ✓ Everyone gets a chance



Horseshoe

Goal: Practicing one skill and discovering best practices

- ✓ Procedure: Participants sit in the form of a horseshoe
- ✓ Actor moves his chair to sit in front of participant and initiates an action
- ✓ Participant reacts and practices skill
- ✓ Actor shows effect of behavior briefly
- ✓ Interaction is short: 60 seconds
- ✓ Actor moves on to another participant
- ✓ Feedback from actor: Top and Tip
- ✓ The actor and trainer are responsible for creating a simple case.

Let's practice a Horseshoe via the chat!

- ✓ The skill is LSD
- ✓ Listening, Summarizing and asking Deepening questions.
- ✓ Ask me an open question.
- ✓ Then summarize and ask a deepening question.

The One-on-One Role-play

- ✓ Participant personally involved
- ✓ Can translate theory to their own practical experience
- ✓ Individual attention
- ✓ Recognizable for others in group
- ✓ Gain awareness of personal skills, attitude, convictions, effect of behavior
- ✓ Minimal preparation necessary or participant can prepare case



Part 1: The Actor investigates the Situation

- ✓ What do they want to achieve?
- ✓ What's the context?
- ✓ What do they want to practice?
- ✓ Why is this important?
- ✓ What does it say about them?
- ✓ Possible pitfalls
- ✓ Which skills are needed?
- ✓ Helps participant clarify learning objective.



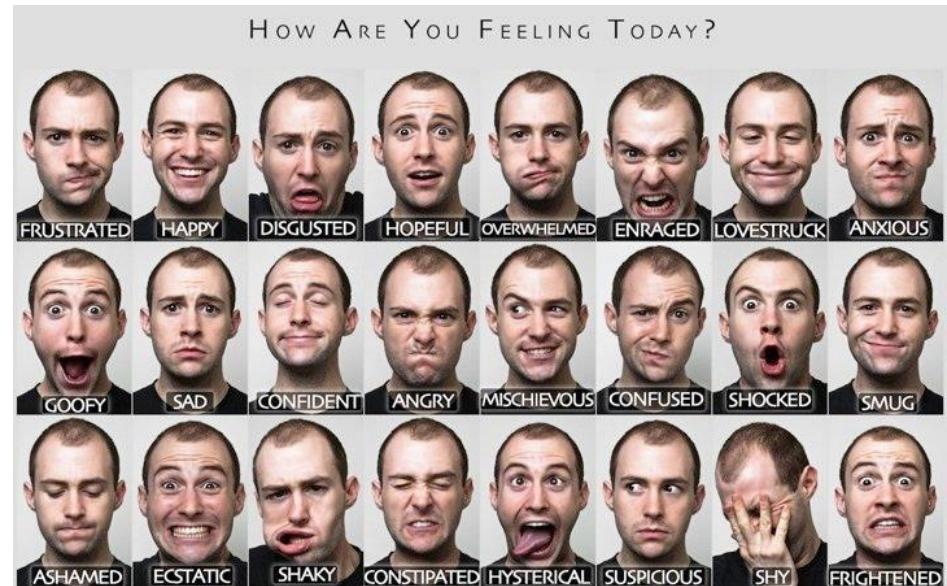
Part 2. Getting into Character

- ✓ Behavior
- ✓ Emotion
- ✓ Voice
- ✓ Language
- ✓ Non-verbal
- ✓ Status



How to act when you are not an actor

- ✓ How does he talk? Walk?
- ✓ What does he say? Give an example.
- ✓ What is the relationship?
- ✓ Expected reaction?



Understand the character you are to play via *Role Reversal*

- ✓ Ask the participant to play their counterpart
- ✓ You will interview them
- ✓ You will gain information about the role
- ✓ Participant will gain insight into the other person

The Role-play

- ✓ Try to recreate one part of situation
- ✓ Offer impulses to encourage learning
- ✓ Allow to be influenced
- ✓ Reward new behavior
- ✓ Support
- ✓ Stretch
- ✓ Helicopter view: Thinking ahead for feedback.



Role Play tips

- ✓ A time-out can be used by trainer, actor or participant to:
- ✓ Analyze what has happened
- ✓ What was effect of practiced behavior?
- ✓ When participant is stuck
- ✓ Fine tune actor's role to make it more realistic
- ✓ Give tips
- ✓ Try again

Actor's Feedback

- ✓ Uncensored from role
- ✓ Actor's tops and tips
- ✓ Related to theory
- ✓ Linked to goal
- ✓ Top and Tip
- ✓ And try again for Take two



Evaluation with Participant

- ✓ How did it go?
- ✓ What went well?
- ✓ What did you find challenging?
- ✓ How can you apply this to your learning objective?
- ✓ How can you use the feedback?
- ✓ Trainer and other participants add feedback.

Role of trainer/facilitator

- Manage process
- Guide actor (especially if he or she is not a professional)
- Link process back to theory
- And learning objective of participant
- Relate role play to group learning.

And so much more.....



Role Play

An Experience that:
Enhances & energizes sessions
Explores possibilities
Explains theory
Encourages transfer to reality
Expands alternatives

So organizations and individuals
can become
Extraordinary