

## **INSTRUMENT NUMBER 5 | GROUP DYNAMICS: “TEAM NEGOTIATION”**

The activity is designed to last between 60 to 90 minutes and has a minimum number of 6 adults. The facilitator presents the activity and informs the group that he/she in conjunction with another colleague, will be an observer of the activity. The 6 adults are organized in a circle and the facilitator begins to present the fictitious situation:

### **Job Opportunity / Career Promotion**

*The XXXX company is a manufacturing company spread across the country that is recruiting and promoting human resources in order to acquire greater skills. However, the proposal submitted requires candidates to travel 700 km to get to the parent company and receive practical training for two months. During this time, candidates will only be able to go home twice (weekend) and will always have lunch guaranteed for the remaining days.*

*They will also have a 4-bedroom apartment at their disposal, but without any furniture or household equipment. The company gives the group €6000 to jointly equip the apartment with everything they think they will need*

After reading the excerpt, the facilitator tells the group that they will only have 30 minutes to analyze, discuss, decide and reach a consensus, regarding what they will do, marking on the apartment floorplan (distributed simultaneously) the rooms that will be furnish and to list everything they think will be required during the 2 months.

1. Before starting time control, the 2 observers strategically place themselves in the room and collect information about the attitudes and behaviors associated with leadership, time management, mediation of problematic situations and negotiation of points of view.
2. After 15 minutes, the facilitator interrupts the group's analysis and discussion, stating that according to a last-minute statement, the company's will only be providing the group with a budget of €4500.
3. The facilitators directly observe the attitudes and behaviors of the group members, before and after the announcement, trying to verify and assess stress management, due to the sudden change in budget and the shortage of time to complete the exercise, the way each element experiences the situation will be visible.