



# The Assertiveness Game

**A great way to introduce the subject of assertiveness at work! A participative activity - but definitely NOT a role play.**

Participants will...

- recognise the differences between assertive, non-assertive and aggressive behaviours
- discuss and agree the benefits of assertiveness
- recognise the language of assertiveness
- establish an action plan to improve assertive behaviour and self-esteem.



## How it Works

Two boards are provided in the pack so you can use it with up to 12 participants - or for larger numbers, order more boards from us.

It is straightforward to use - introduce the activity using the PowerPoint presentation provided in the pack. Observe teams in action and then lead a discussion and debrief at the end - again using the PowerPoint presentation and the guidance notes provided.

The Game Board provides a structure to the activity and enables participants to take turns - so that everyone is able to participate. The central feature is a pack of 30 cards which are divided into three types:

- True or False?
- Group Tasks
- What People Say!

Players move across the board by throwing dice. A player then takes a card from the pile of cards on the board - and reads it out for the whole group to address.

If the player picks a True or False? card then they must decide whether or not the statement on the card can be regarded as true. If they think it is true then it is placed in the 'True' box on the board; if false it goes in the 'False' box. The statements are designed to get to the bottom of some of the ideas and myths about what assertiveness is - and is not.

If the card is a Group Task card then the group completes the particular task together - recording their response on a Group Form which is controlled by a member of the team who acts as 'scribe'. Again, the main point of this activity is to promote discussion and awareness of assertive behaviour and to clarify knowledge.

If the card is a What People Say! card the group must discuss and decide whether the spoken words on the card are assertive, non-assertive or aggressive. These cards enable participants to recognise different styles - what is an assertive remark, what is non-assertive and what is aggressive?

If a player lands on a yellow circle, play proceeds as above except that the player responds to the card on his or her own. The group as a whole can of course discuss the player's decision after it has been made but no changes can be made to the player's decision and the card or response must remain as they decided.

The game finishes either when a player reaches the end of the board or when the pile of cards runs out.

### **The Debrief**

It is important that the cards on the board are left in their correct positions so that when the game is over the Trainer can work through all the groups' decisions -briefly discussing and announcing the appropriate box that each card should be in. The Trainer also works through the Group Form checking and discussing the teams' answers - remembering that the main point of the Assertiveness Game is to promote discussion and awareness rather than focus on 'correct' answers.

### **Mutual Respect is the Key**

People can incline in their personality to be assertive or non-assertive but people also change according to the particular situation and who they are with. Rather than seeing someone as being rigidly in one category or the other, it is important to realise that different behaviours are used in different contexts.

By recognising the context and by understanding and using the language of assertiveness we can all manage other people more effectively, ensuring that we stand up for our own views and needs - but at the same time we recognise our responsibilities to others. Mutual respect is the key. The Assertiveness Game raises all these issues - and more!

**Duration:** This business game runs for 1 to 1.5 hours.

**Numbers:** Up to 2 teams with 4 to 6 delegates in a team (for each business game).

**Cost to buy:** You can buy this business game and use it yourself for £350 + VAT and delivery.

### **Users' Comments**

*"The Assertiveness Game is very interactive and kept the participants (Assistant Managers & Supervisors) involved and interested. They are still talking about it some days after the course! I feel it got the message across quickly and it was easy to add on to our in-house programme. Very good quality and value."*

*"Used with Line Staff, The Assertiveness Game illustrated different types of assertiveness. Good fun and learning at the same time. Excellent!"*

*"The Assertiveness Game is a really useful tool that compliments other materials used on our assertiveness course. It promotes healthy discussion and allows delegates to start exploring their own idea - and they always comment on its usefulness."*

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