

ROLE PLAY



WHAT IS A ROLE PLAY?

An interactive exercise that allows participants to experience a situation from another's point of view, apply or develop skills to handle a conflict or a problem, and analyze the experience with the help of observers.

A ROLE PLAY ACTIVITY MAY BE ORGANIZED

- » as a combination of virtual and face-to-face interactions.
- » at any stage of a project.
- » with decision-makers and practitioners.

USE IT TO

- » encourage different or new behavior.
- » encourage exploration and discovery.
- » develop appreciation for another's point of view.
- » strengthen consensus among multiple stakeholders.
- » develop skills to handle a conflict or make difficult decisions.

HOW TO USE IT

- » Provide guidance for those participating in the role play. Participants need a set time limit and clear objectives.
- » Do not underestimate the importance of the facilitator in a role play.
- » Use the following checklist to prepare and conduct a role play.
 - › Identify an overall objective for the role play.
 - › Define the problem and establish a real-life scenario that is relevant to participants.
 - › Determine which roles are needed

for the scenario and establish the characteristics of each role.

- › Cast the roles, either by soliciting volunteers or suggesting individuals to play particular roles.
- › Provide participants with a synopsis of the role they are to play.
- › Advise remaining participants what they should look for and note as observers.
- › Facilitate the discussion and analysis.
- » To be effective, role plays should be unscripted and allow spontaneous action and conversations among the participants. In the discussion and analysis phase
 - › ask the role players to comment first on the enactment to set the tone of the discussion.
 - › ask observers to
 - ‹ discuss what took place during the role play.
 - ‹ offer their own related experience and knowledge, not just their opinions.
 - ‹ discuss how the role play situation or problem relates to their work.
 - ‹ suggest how the situation could have been addressed differently or more quickly.