

# Adapt and Solve

**Category of Competencies:** Productivity Skills

**Description:**

This simulation allows participants to experience changing work environments where they must adapt to new tasks and responsibilities. The activity is designed to build skills in working independently, adapting to changes, and solving problems in different work situations.

**Activity Categories:**

Individual, Group, In-person or Online, Needs Lots of Preparation, Easy to Implement, Various Sessions, Requires Equipment

**Main Competencies Involved:**

Efficiency, Leadership, Motivating Others, Outcome-oriented, Proactiveness

**Other Competencies (Different Category):**

Flexibility, Independent-thinking, Initiative, Teamwork, Decision-making,

**Resources Needed and Practical Considerations:**

Pre-designed simulation challenges (simple situations that change as the activity progresses), role descriptions for participants, materials for communication (digital or paper), a quiet space for focused work and discussions

**Estimated Time:**

60 minutes

**Description of Activity:**

Step 1: The facilitator introduces the skills of working independently and adapting to change, explaining how these skills are important in any job. Participants are informed that they will be placed in a work simulation where their roles, tasks, and project conditions may change unexpectedly. The facilitator explains that participants need to stay productive, manage themselves, and work well with others, even under pressure.

Step 2: Participants are assigned simple roles in a specific work situation. Each participant receives a short role description and an outline of their responsibilities in the project. The facilitator explains that unexpected changes will occur as the simulation progresses, and participants will need to adapt and show independence.



Step 3: Participants engage in the simulation, working on their assigned tasks and roles. During the activity, the facilitator introduces simple, unexpected challenges based on the chosen scenario. Participants must adapt quickly, maintain productivity, work independently, and manage their time while helping each other as needed.

Step 4: After the simulations, the facilitator leads a debriefing session. Participants are encouraged to share reflections and give feedback to each other. The facilitator guides a supportive discussion to reinforce the skills learned during the simulation.

### **Debriefing questions:**

How did you handle changes in the situation? What helped you to adapt?

When did you work on your own, and how did that help you finish the tasks?

How did unexpected changes affect your stress levels and decision-making process?

What would you do differently next time to improve your flexibility and initiative?



*(Challenges are provided gradually during Step 3)*

### **Scenario 1: Community Event – Planning a Local Gathering**

*Context:* You are part of a small team planning a community event like a local market or small festival. The team is responsible for setting up stalls, inviting guests, and promoting the event in the community.

*Challenges:*

- One of the food stalls drops out at the last minute, requiring a replacement option.
- A team member falls ill, and the rest of the team must cover additional tasks.
- The start time of the event is changed to an earlier hour, increasing pressure to complete preparations quickly.

### **Scenario 2: Retail Job – Preparing for a New Product Launch**

*Context:* You are working in a shop, preparing for the launch of a new product line. Your team needs to organise the shelves, set up displays, and prepare for customer service.

*Challenges:*

- A delay in delivery means some items won't arrive on time, requiring the team to adjust displays.
- A team member is unavailable, and others must cover customer assistance.
- A large group of customers arrives unexpectedly, requiring the team to adapt quickly and restock shelves.

### **Scenario 3: Youth Centre Activity – Organising a Game Night**

*Context:* You are part of a team at a youth centre, organising a game night for local youth. Your team needs to set up games, manage refreshments, and promote the event to other young people.

*Challenges:*

- Some of the games are missing or broken, requiring creative solutions.
- Fewer volunteers than expected are available, so team members take on more tasks.
- A change in venue happens at the last minute, requiring a quick setup in the new space.

## **Role Descriptions**



**Role 1: Group Leader**  
Responsible for guiding the team, making key decisions, and ensuring progress despite challenges. You will need to manage stress, assign tasks, and keep the team focused.

**Role 2: Team Member (General)**  
Your job is to complete assigned tasks and support the team. You must manage your workload, stay adaptable, and take on new responsibilities as challenges arise.

**Role 3: Helper/Peacemaker**  
Responsible for helping resolve any disagreements in the group to ensure everyone stays on track and works well together.

**Role 4: Technical Helper**  
Handles any technical or equipment issues that come up during the project, troubleshooting and providing solutions to keep things on track.

**Role 5: Organiser**  
Supports the team by helping organise tasks and providing feedback as needed, ensuring everyone understands their tasks and timelines.

