

## **Activity: Bull's eye**

**Addresses:** Conflict Resolution;

### **Aims/Intended Learning Outcomes:**

- To understand that how we deal with conflict impacts ourselves, our team, and the organization
- To look at the big-picture benefits of effective conflict resolution

**Time required:** 15 to 20 minutes

**Group size:** Any

**Context/setting:** In the classroom - On the campus - In the Halls of Residence - Outdoors

**Description:** Draw a large target (consisting of three circles, one inside the other) on the flip-chart paper.

- The innermost circle represents the team members themselves.
- The middle circle represents the team.
- The outer circle represents the company.

Ask, "How does effectively resolving conflicts affect you, your team, and your organization?" As team members shout out various ideas, record them in the appropriate place on the target.

### **Discussion Questions:**

1. How does your ability to resolve conflicts affect you in your job?
2. How does a team member's ability to resolve conflicts impact the team?
3. How does a team's ability to resolve conflicts impact the organization?

**Variations:** Create two targets: one for the benefits of effective conflict resolution and one for ineffective conflict management skills, and how each impacts the individual, the team, and the organization.

**Materials needed:** Flip-chart paper, markers, paper, pens

**Inspired by:** *The Great Book of Conflict Resolution Games*, by Mary Scannell. Mc Grow Hill, 2010.

**Any other comments:** To allow participants time to contemplate the issue, have teams of four to seven draw individual targets and take a few minutes to fill in the circles on their own before the group discussion.