








## Cooperation, Coordination and Conflict

	<b>Objective:</b> To develop awareness of how emotions enhance cooperation or escalate conflict in teams.
	<b>Time Requirements:</b> a. Preparation: 5-10 Minutes b. Activity: 15-30 Minutes
	<b>Items:</b> a. Cooperation, Coordination and Conflict: Handout A (Team Epsilon) b. Cooperation, Coordination and Conflict: Handout B (Team Sigma) c. Cooperation, Coordination and Conflict: Answer
	<b>Learning Outcomes:</b> a. An enhanced ability to perceive how emotions are helping or hindering team collaboration efforts (EI Subskill 3: Understanding Others' Emotions) b. An enhanced ability to manage emotions within cooperative or conflicting team settings (EI Subskill 4: Managing Others' Emotions)
	<b>Key Learning Point:</b> Emotions can help or hinder team cooperative efforts.
Self-Disclosure: **	
<b>Difficulty:</b> Advanced	

### Instructions

1. Ask participants if they had to work in teams before, and to recall if their experiences with working in teams has generally been favourable or unfavourable. Based on participants' responses, ask them to recall how they felt working as part of the team, and whether or not they would be keen to work in teams again for future assignments/tasks.
2. Group participants into groups of 4. Randomly assign each group as either Team Epsilon or Team Sigma. Each Cooperation, Coordination and Conflict Handout (A and B) has four separate briefings – one for each member. Print out and divide each handout at the dotted line and distribute to participants depending on whether they are part of Team Epsilon or Team Sigma. Allow participants 5 minutes to read the instructions on their own.
3. Allow anywhere from 15 to 30 minutes for this activity. You can also impose a time limit on the activity to make this activity more challenging. At the end of the activity, ask if groups managed to uncover the Omega Number. Compare responses between Team Epsilon and Team Sigma taking note of differences in the accuracy/speed of each team's answer to the Omega Number.

	<b>Reflection Questions:</b> a. What does this activity tell you about how emotions influence teamwork? b. Swap the briefing sheets with your team members. What differences do you see? How might these have influenced how you interacted with one another?
	<b>Further Reading and References:</b> a. Cikara, M., Bruneau, E. G., & Saxe, R. R. (2011). Us and them intergroup failures of empathy. <i>Current Directions in Psychological Science</i> , 20(3), 149-153. doi: 10.1177/0963721411408713.