








## Tribes and Explorers

	<b>Objective:</b> To develop an enhanced ability to manage emotions during conflict.
	<b>Time Requirements:</b> a. Preparation: 5-10 minutes. b. Activity: 30-45 minutes.
	<b>Items:</b> a. Tribes and Explorers – Island Tribe Member Handout b. Tribes and Explorers – Explorer Handout c. Stopwatch d. Service bell/whistle e. Tribes and Explorers – Instructor Reference Notes Handout
	<b>Learning Outcomes:</b> a. To develop an enhanced ability to understand and empathize with others' emotions during conflict (EI Subskill 3: Understanding Others' Emotions) b. To develop an enhanced ability to manage others' emotions during conflict and when negotiating in conflict (EI Subskill 4: Managing Others' Emotions)
	<b>Key Learning Point:</b> Effective negotiating involves effective management of emotions.
Self-Disclosure: **	
Difficulty: Advanced	

### Instructions

1. Get participants into groups of five. There should be an even number of groups in total. Randomly assign each group of five as either 'Island Tribe Member' or 'Explorer'. Distribute the Tribes and Explorers – Island Tribe Member Handout to the participants assigned as Island Tribe Members. Distribute the Tribes and Explorers – Explorers Handout to the group assigned as Explorers. Give groups 10 minutes to read and discuss the content of their handouts.
2. Before starting the activity, remind participants of the 5-minute time limit for each negotiation round.
3. Commence the activity by saying, "It is the dawn of Day 1. You may begin your first round of negotiations." After 5 minutes, ring the service bell and say, "Day 1 has ended. Island Tribe Members and Explorers, return to your groups." After three rounds, stop the activity and ask how many of the groups managed to reach a peaceful, diplomatic agreement. Refer to the Tribes and Explorers – Instructor Reference Notes Handout for some ideas and feedback that can be shared with participants.

	<b>Reflection Questions:</b> a. What did this activity tell you about how negotiation attempts can be inhibited by negative perceptions and emotions?
	<b>Further Reading and References:</b> a. Syna Desivilya, H., & Yagil, D. (2005). The role of emotions in conflict management: The case of work teams. <i>International Journal of Conflict Management</i> , 16(1), 55-69. doi: 10.1108/eb022923