

## Planned and Unplanned Consequences Coin Game

1. Ask for three volunteers to play the game. Tell them that they will be flipping a coin. They don't have to flip it with their thumb. They can just throw it high into the air and catch it and then flip it over onto their hand if that is easier.
  2. Provide each client with one quarter. Have them practice if they need to and then ask them to line up next to each other horizontally, arm to arm.
  3. Give these instructions: "To play this game I am going to read a series of situations – after each of which you are going to flip a coin. If your coin lands on **heads** you will face one result. If your coin lands on **tails** you will face another result. In this game, chance will be the decision maker. This game is just for fun, so it all comes down to the flip of a coin, but in reality you have control over almost all of the decisions you make in the US, and even if it is something outside of your control (like bad weather), you still get to decide how you react to that situation. Any questions? Okay, let's start!"
- **Situation #1 – Your alarm clock goes off at 6:00 AM on a day that you have to work.** Flip the coin.
    - If it is **heads** then you went to bed early last night and woke up well rested on time. Move one step forward. If it is **tails** then you stayed up until 3:00 AM watching TV and are tired and don't wake up on time. Stay where you are.
  - **Situation #2 – You eat some breakfast.** Flip a coin.
    - If it is **heads** then you eat a nutritious breakfast of rice and eggs that keeps you alert. Move forward one step. If it is **tails** then you only drink one soda and feel very tired and in a bad mood one hour later. Stay where you are.
  - **Situation #3 – You leave your home to go to work.** Flip a coin.
    - If it is **heads** then you made plans last night to get a ride with a friend and will be at work early. Move forward one step. If it is **tails** then you are just hoping to run into your neighbor that morning and beg for a ride. Stay where you are.
  - **Situation #4 – You have been working at your job for 2 months, and there is a coworker who is mean to you.** Flip a coin.
    - If it is **heads** then you made the choice to talk to your supervisor and ask for help with the problem or be moved to a different production line. Move forward one step. If it is **tails** then you got upset and just quit. Stay where you are.
  - **Situation #5 – You arrive at work.** Flip a coin.
    - If it is **heads** then you arranged your tools and clothes the night before so you know they are all in your bag. Move forward one step. If it is **tails** then you forgot to arrange your things the night before and rush out the door forgetting your earplugs! Stay where you are.
  - **Situation #6 – You have been working at the same company for 2 years and have been offered a new, better job at a different company.** Flip a coin.
    - If it is **heads** you gave your current boss 2 weeks notice and communicated your gratitude to the company and made yourself available to help before you left. Move forward one step. If it is **tails** then you only told your boss one day before you left that you'd be leaving the company. This causes problems for the company and they don't want to hire more refugees like you and will not give you good references in the future. Move back one step.

➤ **Situation #7 – You would like to have a day off to celebrate a special holiday with your community.**

Flip a coin.

- If it is **heads** then you inform your employer that you would like to take the day off a month in advance. Your request is approved. Move forward two steps. If it is **tails** then you decide to tell your employer the day before the holiday and he will not give you the day off because it is too short notice. Move back two steps.

You can add other scenarios/situations if there is something that you think should be addressed with the group of clients you normally work with.

At the end of the game you can debrief by reviewing and then saying something like this: “As we have learned in this game, almost every decision we make comes with consequences (planned and unplanned). One of the key skills successful employees need to develop is the ability to anticipate both the predictable and unpredictable factors of decisions you will make on a daily, weekly, monthly, and even annual basis. It is only by considering all sides of every decision that we can ensure that we make decisions that promote our ongoing success in the workplace.”