

N A S A G A

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Cool Stuff !!

A Icebreaker Activity from the Thiagi Game Letter.....

Triplets-Triplets-Triplets

Triplets is a new type of word puzzle based on flexible thinking and creativity: A triplet is a set of three words that are linked by a common fourth word. The linking word should appear before or after each of the three words to form well-known compound words or phrases.

Here's an example:

Elephant - House - Snow

What word links these three words? The correct answer for this triplet is WHITE, as in White elephant, White House, and Snow White.

Here are two more triplets. See if you can find the linking word for each of them. Remember that the linking word may appear either before or after each word in the triplet:

Board - Hole - Jack
Double - Road - Stitch

Here are the correct solutions:

BLACK - blackboard, black hole, blackjack and CROSS - double cross, crossroad, and cross-stitch.

See the special set of twenty-five triplets below. Discover the linking word for each triplet. After you have solved all the triplets, read the first letters of the link words for an important message.

1. PUPPY-TOUGH-STORY
2. ROLL-SHELL-FRIED

3. FRAME-PLUS-VITAMIN
4. ANNUAL-CARD-WEATHER
5. CLUB-MARE-SILENT
6. SHOW-BABY-DOUBLE
7. BLACK-BRANCH-OIL
8. TISSUE-CLIP-WALL
9. BASKET-DIRTY-DETERGENT
10. BLIND-CAT-BOWLING
11. SCOTLAND-SALE-BACK
12. MIDDLE-STONE-NEW
13. SAFETY-DRAG-WORK
14. OPEN-MAT-MAN
15. BLANK-NUMBER-SPORTS
16. RED-LOVE-OPENER
17. CLOCK-BURGLAR-FIRE
18. GRAVE-JUNK-STICK
19. PONY-DOVE-GATE
20. POST-BOX-HOURS
21. GREEN-MARK-LADY
22. LANE-MAIL-AMERICAN
23. RAIN-ROCK-ACETIC
24. PRIME-BIRTH-BULK
25. DROPPING-MAIDEN-TAG

Solution to Triplets Puzzle

Message: **Learn to play and play to learn.**

1.Love	6.Talk	8.Paper	12.Age	15.Page	19.Tail	21.Land
2.Egg	7.Olive	9.Laundry	13.Net	16.Letter	20.Office	22.Express
3.A		10.Alley	14.Door	17.Alarm		23.Acid
4.Report		11.Yard		18.Yard		24.Rate
5.Night						25.Name

This revised excerpt is from the Thiagi Gameletter, Copyright 1998 by Jossey-Bass/Pfeiffer, San Francisco, CA.

An Invitation to Participate on a Discussion on the Rights of Participants in Simulations and Games

by Alain Rostain

Garry Shirts made a major impact on many of us at NASAGA 99. In his deeply moving keynote address, he articulated a sense of history for our field along with a compelling vision for the future. He communicated a strong sense of purpose which touched many of our minds and our hearts.

One of the things he brought up in his presentation was the need for a Participant's "Bill of Rights." Given our rapidly changing world, he argued that we will need to protect the players of our games and simulations from both unintentional and negligent abuse. Gary's idea was to create some kind of living document giving guidelines for the ethical use of experiential activities.

This idea struck a cord with many of us in attendance that day. So we are moving forward with drafting such a document. We have asked Gary Shirts and Bernie Dekoven to spearhead this effort, and they have kindly agreed.

This dynamic duo have proposed that we engage the NASAGA community in an interactive, energetic discussion on the topic. So we invite you, no we URGE YOU, to participate. If you can find the time, just subscribe to the "e-group" we've created by sending a blank message to PlayersRights-subscribe@egroups.com. You should also be able to visit the web-site directly at <http://www.egroups.com/group/PlayersRights>.

I appreciate that many of us are concerned about receiving additional email. The good news is that the e-group system allows you to control if and how you get any email. You can subscribe and include yourself in these discussions without getting any emails at all, if you select that option. So please join in.

Thanks!
Alain Rostain

Do You Remember?

By Susan Otto

Do You Remember?

When we were children, we use to play many fun and simple games. Here's one that you may decide to use in your training. All you have to do is have the right application....and be willing to have a little fun!

I remember going to birthday parties where someone brought out a tray with about 30 different items on it. You had about 30 seconds to 1 minute to look at the items...and remember them. Then you quickly wrote down every item on the tray that you could remember. If you wrote down the most items, you won a "fabulous" prize - probably some blow bubbles or a simple toy - anything found at the Dollar Store these days (right, Marla?)!

Well, I used the same game in a Staffing module I designed for a client. After discussing a wide variety of information around the staffing topic, I changed pace, once again, to an activity. One of the elements previously covered concerned listening....and remembering interviewee's responses.

In the first round, participants were able to look at the tray for one minute. Afterwards they were asked to write down as many items as they could remember.

In the second round, participants were able to look at the tray with all new items for 30 seconds, but could quickly make notes while looking.

In the third round, participants were able to look at the tray with another new set of items for 30 seconds. Afterwards, in groups, they were asked to write down as many items as they could remember.

During the debrief, they discussed how we had more items written down during the second round when only looking for 30 seconds; as opposed to 1 minute remembering and then writing the items. We also discussed how, as a group, they were able to write down more items.

The point in the Staffing module was, that as interviewers, we should be making notes concerning the interviewee's responses.

This helps us remember points we might easily have forgotten when we finally have time to consider the interviewee's qualifications. Remember, the end result is hiring the right person for the right position. Another point was made that having other interested parties (other interviewers) participate in the interview process can increase the quality and quantity of

information remembered by getting input from multiple interviewers.

I'm sure that you can think of other applications for this childhood game. What fun and simple games did you play as a child that might have an impact in training today? If you have a game, we'll figure out an application....send us your games!

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Spring Cleaning for Trainers

by Kim Chiodi

I love spring . . . the budding flowers, the warm breezes, the sound of kids' laughter from down the block. But what I like most about spring is spring cleaning. Yes, spring cleaning around my house. Turning mattresses, washing windows, cleaning out closets - these are therapeutic activities, useful for both the mind and the house.

What about the trainer's house? In your house of training, are there curtains that need laundering, a front door that needs painting, a garage that needs cleaning? These are some of the elements that I consider when I spring clean my trainer's house each year:

Clean Out Training Closets

Like me, you may want to start with an easy area to maximize your chance of success. So, take a look at your training equipment and supplies, leaders guides and participant manuals. Repair the flip chart stand with the wobbly leg you've been meaning to fix for months. Test all your markers and pitch the ones that are dried out, you know, the ones you keep putting back in the bag with the others? Scour your leaders guides, removing all outdated examples, even your very favorite 7-year old story about the decision-making skills of the second to last CEO of a now-defunct competitor. And, finally, repair or replace all participant materials containing typos, incorrect references, or crooked copy. You'll feel 100% better and ready to move on to the next spring cleaning project.

Pitch Bad Training Habits

It's easy to get into bad habits over time, like letting those leaves pile up in your gutters over the winter. Now's the time to substitute better trainer habits for those ruts we have fallen into. For example, are you walking into presentations without having analyzed the needs of your audience? Have you been returning to the classroom late from breaks, cutting into your prep time and role modeling inappropriate behavior for your participants? Are you presenting points during consulting meetings by rote, and it sounds like it to your clients?

Pitch those bad habits. Set them out on the curb with the rest of the trash. Refresh those behaviors by returning to the basics: learn about your audience, model the behavior you want, and listen to your customers.

Spruce Up Your Training House

Do a self-assessment. Do your shoes need polishing? Do your skills need polishing? Take advantage of the changing season to get out among your customers, internal or external, and double check their needs, issues and preferred approaches. Then use this information to spruce up your training house, be it simply painting your front door or reinforcing your foundation.

All this spring cleaning will leave you energized, renewed and ready to face the new season.

And, to top it off, you'll have the best looking house on the training block!

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