



# Conflict Resolution Arm 'Wrestle'

Team Building/Character

## Objectives

- Examine conflict with a new perspective

Supplies: none needed

Instructions: Do NOT use the words 'arm wrestle'! Instead, have everyone find a partner. Ask partners to get into 'this position'. Ask for a volunteer and demonstrate – linking hands and placing both elbows on the table. Explain, 'in this very easy exercise, there are three things to know.'

1. You get a point if the back of your partner's hand touches the table.
2. Your goal is to get as many points as possible.
3. You have one minute.

Also, for each point you earn, you get one M&M (optional).

Call 'start' and then 'stop' after one minute. Ask each pair how many points each has won. Or, poll the group asking for number of points such as '1-5 points each', '6-10 points each', 'more than 10 points each', 'more than 20 points each'?

The winning team is the one with the most total points. Congratulate the winners.

Discuss with the groups:

What did your team do to earn points?

For the groups earning several points -- How did you go about the process? Was there talking? Was it through body language that you communicated?

Did one person take the lead in devising the plan?

If your team only scored a few points – what or why did that happen?

Did you have any assumptions about the instructions? Maybe that you had to keep your hands together? Maybe that you could not talk? Maybe that the 'winner' was an individual?

## Facilitator Notes



Notes for Facilitator:

- The winning team will have figured out that 'letting' their partner win meant more points for the team.
- Team with low scores were more concerned with individually winning.

Reflection:

- How often do we assume that in order to win individually, it must be at someone else's loss?
- What are some examples of win-win situations?
- How does it feel to be part of a win-lose situation?
- How does it feel to be part of a win-win situation?
- Are there times when win-lose situations are inevitable? As a leader, what is it like to be on the winning end in this type situation?

Landay, S.D. (2011, October 27). Arm "Wrestle" Exercise. Trainers Warehouse Blog. Retrieved from <http://blog.trainerswarehouse.com/arm-wrestle-exercise/>