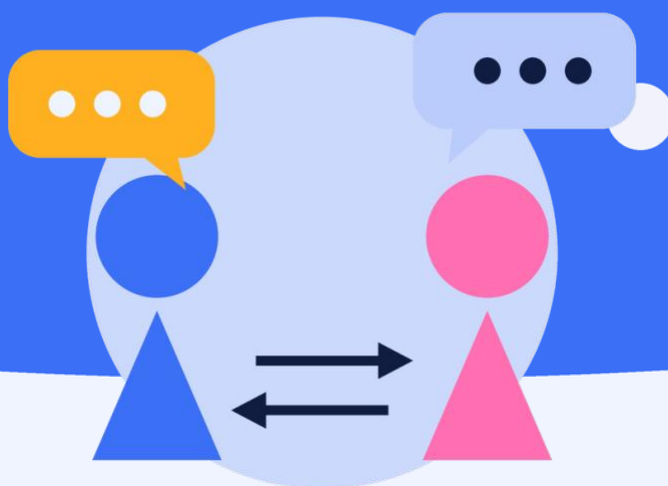


Role cards

For the conflict role-play activity

Six situations to print and cut out



WHAT THIS IS FOR

The conflict role-play described in the Toolkit needs roles, which until now had to be invented from scratch each time. This is a ready set: six situations, each with two cards. Print it, cut along the dashed lines and hand them out. The cards are given out separately — person A does not read person B's card.

How to run it

1. Pair people up and hand out the cards. Allow a minute to read in silence.
2. Set the time — five minutes is enough. Longer rarely adds anything new.
3. Do not interrupt, even if the conversation stalls. Silence in the middle of a conflict is part of the exercise too.
4. Stop halfway and ask them to swap roles. This is the most important moment of the whole activity.
5. Close with a round — stepping out of role first, discussion only after that.

STEPPING OUT OF ROLE

Before you start the discussion, ask each person to say their own name aloud and one true sentence about themselves — anything, even what they had for breakfast. It sounds trivial, but without it some people stay in role and discuss the exercise as if they were talking about themselves. It takes a minute and must not be skipped.

Observer card

OBSERVER — IF YOU WORK IN THREES

WATCH FOR

The moment the conversation got stuck, and what unblocked it.

WATCH FOR

Whether either person said the thing they „will not say straight away“. If so, what came just before.

WATCH FOR

How often the word „you“ came up compared with „I“.

WATCH FOR

Whether anyone asked the other how they felt — and what changed then.

WATCH FOR

Whether the conversation ended in an agreement or just petered out.

1. Someone has withdrawn

Each of these has really happened, in this or a similar form, in work with young people. None has a right answer — the point is the conversation, not winning it.

1. Someone has withdrawn

ROLE A — THE FRIEND

WHO YOU ARE

You have known this person for years. For a month they have stopped replying, cancel plans, and sit apart at sessions.

WHAT YOU FEEL

Worry mixed with anger. You do not know whether you did something wrong.

WHAT YOU WANT

To find out what is going on, and to hear that it is not because of you.

WHAT YOU WILL NOT SAY STRAIGHT AWAY

That you feel rejected and are a little resentful.

1. Someone has withdrawn

ROLE B — THE PERSON WHO WITHDREW

WHO YOU ARE

For several weeks you have barely managed to get up. You do not want to talk about it, because you cannot name it.

WHAT YOU FEEL

Exhaustion and shame. Every question about how you are sounds like an accusation.

WHAT YOU WANT

Someone to be there without pressing you.

WHAT YOU WILL NOT SAY STRAIGHT AWAY

That you do not reply not because you do not want to, but because you have no strength.

2. All the work on one person

2. All the work on one person

ROLE A — THE ONE WHO DID EVERYTHING

WHO YOU ARE

You were a team of three. You handed the project in on time, but you did most of it yourself.

WHAT YOU FEEL

Exhaustion and a sense of unfairness. Plus anger at yourself for not being able to say no.

WHAT YOU WANT

The other person to notice and do something about it of their own accord.

WHAT YOU WILL NOT SAY STRAIGHT AWAY

That you have not slept for a week and that you have had enough.

2. All the work on one person

ROLE B — THE ONE WHO DID LITTLE

WHO YOU ARE

You know you did less. Something was going on at home that you told nobody about.

WHAT YOU FEEL

Guilt, which turns easily into defensiveness.

WHAT YOU WANT

Not to have to explain what is happening at home.

WHAT YOU WILL NOT SAY STRAIGHT AWAY

That you did care, and that you tried to start several times.

3. The phone in the session

3. The phone in the session

ROLE A — THE FACILITATOR

WHO YOU ARE

You are running the session. One person has not looked up from their phone for half an hour.

WHAT YOU FEEL

Irritation, and beneath it a fear that the session is boring and that this is your fault.

WHAT YOU WANT

That person to join in — without a scene and without humiliating them in front of the group.

WHAT YOU WILL NOT SAY STRAIGHT AWAY

That you are taking it a little personally.

3. The phone in the session

ROLE B — THE PARTICIPANT WITH THE PHONE

WHO YOU ARE

You are on your phone because someone close to you is messaging and the matter is serious.

WHAT YOU FEEL

Torn. You want to be here, but you cannot put the phone away right now.

WHAT YOU WANT

Nobody to make an issue of it in front of everyone.

WHAT YOU WILL NOT SAY STRAIGHT AWAY

What the messages are about.

4. The joke that hurt

4. The joke that hurt

ROLE A — THE ONE JOKED ABOUT

WHO YOU ARE

During the break someone made a joke about what you had said in the session. The group laughed.

WHAT YOU FEEL

Shame, and a sense that you will not say anything again.

WHAT YOU WANT

That person to understand what they did — without turning you into a victim.

WHAT YOU WILL NOT SAY STRAIGHT AWAY

That because of that joke you are wondering whether to come back at all.

4. The joke that hurt

ROLE B — THE ONE WHO MADE THE JOKE

WHO YOU ARE

You threw out a line, everyone laughed. Only afterwards did you notice that the other person had gone quiet.

WHAT YOU FEEL

Awkwardness. You did not mean to hurt anyone and you do not know how to undo it.

WHAT YOU WANT

For it to be forgotten.

WHAT YOU WILL NOT SAY STRAIGHT AWAY

That you were once on the other side of this and know exactly how it feels.

5. The promise that never lands

5. The promise that never lands

ROLE A — THE ONE WAITING

WHO YOU ARE

You have been trying to meet for a month. Cancelled three times at the last minute, always with a good reason.

WHAT YOU FEEL

Disappointment slowly turning into indifference.

WHAT YOU WANT

To hear plainly whether the other person wants to meet at all.

WHAT YOU WILL NOT SAY STRAIGHT AWAY

That you had already stopped counting on it, and that it hurt.

5. The promise that never lands

ROLE B — THE ONE CANCELLING

WHO YOU ARE

You cancelled three times. Each time something genuinely came up, but you know how it looks.

WHAT YOU FEEL

Shame and fear that you have wrecked this friendship.

WHAT YOU WANT

To be believed that it is not lack of willingness.

WHAT YOU WILL NOT SAY STRAIGHT AWAY

That lately you simply have no energy for people.

6. Somebody else's secret

6. Somebody else's secret

ROLE A — THE ONE WHOSE SECRET GOT OUT

WHO YOU ARE

You told one person something you tell nobody. Today you heard it back from a third person.

WHAT YOU FEEL

Betrayal. Plus fear about who else knows.

WHAT YOU WANT

To find out who they told and why.

WHAT YOU WILL NOT SAY STRAIGHT AWAY

That because of this you no longer know who you can tell anything.

6. Somebody else's secret

ROLE B — THE ONE WHO PASSED IT ON

WHO YOU ARE

You repeated it to one person, because you were worried and did not know what to do.

WHAT YOU FEEL

Guilt mixed with a conviction that you acted in good faith.

WHAT YOU WANT

The other person to understand that you were afraid for them.

WHAT YOU WILL NOT SAY STRAIGHT AWAY

That if you could go back, you would do exactly the same thing.

Questions for the discussion

After stepping out of role. Do not ask who was right — that question closes the conversation instead of opening it.

QUESTION	WHY YOU ASK IT
What was hardest about your role?	Opens from experience rather than from judgement.
What did you feel when you swapped roles?	Usually the strongest moment of the exercise, and worth naming.
What did your character not say, but could have?	Leads to what stays unsaid in real conflicts.
Is anything in this situation familiar to you?	Ask gently and do not expect an answer. It is enough that each person answers it to themselves.
What would help these two people actually reach each other?	Moves the group from acting to thinking about solutions.

LICENCE

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