Handbook for facilitators

VOW! – Be the Change

1. Session flow - Facilitation Timeline – VOW! – Be the Change

- **0–5 min – Arrival & Warm-Up**
    - Quick icebreaker, set a welcoming tone. Create openness and trust.
- **5–15 min – Introduction & Rules**
    - Explain the goal (collaboration, sustainability).
    - Clarify rules + purpose: "It's okay not to win – that's part of the message."
- **15–60 min – Playing the game**
    - Let the players lead. Observe, support flow, encourage quiet voices.
    - Okay if they don't finish – focus on choices and teamwork.
- **60–80 min – Debrief Circle / Facilitator-led reflection in 3 rounds:**
    - How did you feel?
    - What choices were made?
    - What does this say about the real world?
- **80–90 min – Closing**
    - 1 closing question per person (e.g. key insight, emotion, action step).
    - End with gratitude.

2. Introduction

- **The aim of the game**: is part entertainment and part awareness-raising - about waste reduction, cooperation and responsibility.
- **Facilitator's** role:
    - You are not a referee, but a *spacemaker* - facilitating the process, supporting team dynamics, listening for learning opportunities.
    - Be present, ask questions, connect, manage time, reflect.

3. Contextual basics for the facilitator

- **Target group:** 12-99 year olds - it is important to consider that players may come from a wide range of backgrounds and values.
- **Learning dimensions:**
    - Environmental awareness
    - Critical thinking
    - Collaboration
    - Problem solving
- **Social context:** The play is part of a collaborative learning process - activism, responsibility, collective decisions.

4. Brief summary of the game (facilitator's perspective)

- **Topic:** waste management and sustainability
- **Main mechanics:** cooperative strategy + knowledge-based decisions
- **Winner-loser:** no individual winners - win or lose together
- **Highlights:**
  - A common goal builds cooperation
  - Impact of sustainability decisions can be measured in concrete points
  - Every decision is a learning opportunity
  - The game is intentionally difficult and cannot score high at first - it reflects the ecological challenges of current lifestyles, we produce too much waste while maintaining current living standards. It is important not to be discouraged - this is an intentional part of the game.

5. Game flow- from a facilitator's perspective

- **Preparations:**
  - Setting up the game room (clear, transparent), it is advantageous if the players can sit around, so they all have a good view of each other.
  - Setting up the mood: opening circle, icebreaker, getting in the mood
  - Brief overview: goal, rules, tools
    - Important: Don't talk about the rules only, but also about the spirit of the game!
- **Playing time 40-60 minutes**
  - If there is time, you can finish the whole game, if not, that's also fine. The important thing is to have dedicated time afterwards to talk about what you have experienced.
  - Suggested times: 40 minutes for 4 people, 50 minutes for 5 people, 60 minutes for 6 people.
- **Debriefing**:
  - Help the players follow the rules, but don't overcontrol them!
  - Monitor energy, activity, involvement - support quieter ones - with specific questions.
  - Take a break when attention fades or tension builds

6. Tips and tricks for facilitators

- Allow for *creative solutions* (e.g. upcycling ideas!)
- Don't correct all mistakes - leave room for discussion and learning
- Encourage collaborative decision-making
- Be sensitive to different levels of knowledge and experience
- Use *visualisation*, take notes on flipchart if possible
- Feel free to use mobile phones, digital devices if you want to look at something.
- Make sure they are not glued to the phone.

7. Post-game processing - the facilitator's main role!

This is the most important part. This is where the learning is deepened. We've written facilitation questions for each part. It is not necessary to ask all questions, 1-2 of each is enough.

A. Processing round - basic steps

Round 1 - experiences, feelings

- How did you feel during the game?
- What was the most surprising moment?

Round 2 - choices and patterns

- What choices did you make to achieve the common goal?
- Were there any situations where individual interests overrode the common interest?
- How well did you manage to work together?
- Were there any conflicts or difficulties? If so, what and why?

Round 3- lessons and parallels with reality

- What does this game tell us about reality? (waste, community, sustainability)
- How is our world similar to the world of the game?
- How can we "represent change"*ourselves"*?

B. Supporting questions

- What does "sustainability" mean to you now that you have played the game?
- Why do you think it was important that you won or lost together?

8. Closing round

Pick one or up to 2 questions that you would like to ask the participants as a closing round.

- What was the most memorable moment of the game for you?
- What feeling did the game leave you with?
- What is the insight or thought that has stayed with you the most after the game?
- Was there anything you see differently now than before you started playing?
- What is the most important lesson that you have now made yourself aware of?
- What action did the game inspire in you?

The key message of the game is that **anything you buy will eventually end up in the landfill.**

Be the change - The Value of Waste Board Game

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