

Building Dynamic Groups



Candy Corn Craze

- Objective:** Decision Making, Developing Synergy
- Time:** 15 minutes and discussion time
- Concept:** Often when decision making steps are taught, they are discussed in a vacuum. The steps are given and the participants practice making a decision using the model that they have been shown. Unfortunately, in the real world more pressures and circumstances come into play than merely going through the step sequence. One of these realities is the pressure from peers. Group decision making is much harder than making a decision on your own. Just think about a situation you have been in where a group has been going out to eat, and the group has to choose which restaurant they will go to. The decision can take quite a long time, and not everyone is always happy with the choice. Knowing how to handle the group decision making process and how to cope with group pressure is an important skill we need to know.
- Materials Needed:**
- 1 quart size glass jar
 - 1 or 2 large bags (enough to fill your glass jar) of candy corn (count the pieces)
 - 1 pen or pencil per participant
 - 1 piece of paper per participant
- Directions:**
- Give everyone a piece of paper and something to write with. Hold up the jar of candy corn and tell each person to guess how many are in the jar. Have them do this silently to themselves. They are not to discuss their guess with anyone. If you have time, you can allow them to come up and take a close look at the jar. Do not let them stand there and count the candy pieces. Then have them write on their piece of paper how many candies they think are in the jar.
- Now have the participants get with a partner and explain that the two of them must make a guess. They must agree between the two of them what the guess will be. Have them write this second guess under the first guess. After they have all made their guesses, have the pairs join up and make groups of four. Once again the four people must agree on the number of candies in the jar. Have them write down this third guess. Have the groups of four make groups of eight and guess again. Keep

repeating this process until you have joined the entire group back together into one guessing group. The second to the last guess will be a combined guess of the entire group. Now have each participant return to their seats and use the information that they gained during the discussions to make one last individual guess.

When finished, each person should have listed on their piece of paper all of the guesses that were made as they combined into larger groups in addition to the first and last individual guesses. Now reveal the actual number of candies that were in the jar. Have each person circle the guess on the paper that was closest to the correct number.

Discussion Ideas:

- How many were closest when they guessed by themselves?
- How many were closest when they guessed with just one other person?
- How many were closest when they guessed with four people?
- How many people were in your group when you made the closest guess?
- In which group was it the easiest to make your decision? Explain.
- How easy was it to make your opinion known as the groups continued to get larger?
- How was it decided in each group what the correct guess would be for that round?
- What would you change about how the discussion was made if we were to do this again?
- Which of your guesses was closer, your first, or last individual guess?
- Did you make any change in your estimated number between your first and last individual guess? Why or why not?
- How can we relate this activity to making decisions with our co-workers or friends?
- Are group decisions always the best discussion for every person in the group? Why or why not?
- What does each person need to do when a group decision is being made?
- What should you do if you don't agree with the decision that has been made?
- What should you do if someone else in the group doesn't agree with the decision that has been made?

Reference: Unknown