

## **YOUR ROLE - “THE GLORY HOG”**

**REPEAT WHAT SOMEONE ELSE HAS SAID, BUT IT LIKE IT WAS YOUR IDEA. IN OTHER WORDS, CLAIM CREDIT FOR THE IDEA AS IF IT WERE YOUR YOURS.**

**DO THIS AT LEAST ONE TIME. OTHERWISE, CONTINUE TO PARTICIPATE AS YOU NORMALLY WOULD.**

### **DID YOU KNOW?**

*Research shows that women have less influence in team meetings. So good ideas are less likely to be credited to them. even if they make the point first.*

*Why? Stereotypes and bias. Individuals from diverse cultural backgrounds and women are not automatically perceived as experts, especially in traditionally non-feminine domains (finance, technology, leadership, etc.), so their ideas are often overlooked.*

## **YOUR ROLE - “THE INTERRUPTER”**

**INTERRUPT SOMEONE WHILE HE/SHE IS SPEAKING. DO THIS TWO TIMES. OTHERWISE, CONTINUE TO PARTICIPATE AS YOU NORMALLY WOULD.**

### **DID YOU KNOW?**

*Research shows that men interrupt women significantly more than they interrupt other men.*

*Moreover, women are more often a target of interruptions than men.*

*So, whose voice gets heard?*

## **YOUR ROLE - “THE NAYSAYER”**

**IF AN IDEA IS PRESENTED, SAY “THAT CAN’T BE RIGHT.” THEN GIVE YOUR SUGGESTION. IN OTHER WORDS, DOWNPLAY OR CRITICIZE THE IDEA OF THE OTHER PERSON.**

**DO THIS AT LEAST ONE TIME. OTHERWISE, CONTINUE TO PARTICIPATE AS YOU NORMALLY WOULD, EXCEPT DURING YOUR ASSIGNMENT.**

### **DID YOU KNOW?**

*Research shows that women and individuals from diverse cultural backgrounds are less likely to have influence in team meetings. So, when a woman or individual from a diverse cultural background makes a suggestion in a group, people are less likely to go with that suggestion.*

*Why? Stereotypes and bias. Individuals from diverse cultural backgrounds and women are not automatically perceived as experts, especially in traditionally non-feminine domains (finance, technology, leadership, etc.), so their ideas are often overlooked.*

## **YOUR ROLE - “THE CHAMPION”**

**CHAMPION THE UNDERVALUED OR IGNORED VOICES IN THE GROUP. WHEN SOMEONE GETS INTERRUPTED OR HIS/HER COMMENT GETS IGNORED, SAY, “I AM SURE \_\_\_\_\_ HAS A GOOD REASON FOR MAKING THAT SUGGESTION. COULD YOU TELL US MORE ABOUT WHAT YOU WERE THINKING?”**

### **DID YOU KNOW?**

*Even when women and people from diverse backgrounds have important information to contribute, research shows that their expertise is often ignored or undervalued and therefore has less influence on team outcomes.*

*When team members or leaders solicit and validate the expertise of undervalued voices, their expertise becomes more valued by the group and has more influence on team outcomes. Research shows that recognizing expertise can positively impact team performance.*

## YOUR ROLE - “THE NOTE TAKER”

YOUR JOB IS TO CAPTURE AN ESTIMATE OF HOW MUCH EACH PERSON TALKS. DO NOT LET ANYBODY ON THE TEAM NOTICE WHAT YOU ARE DOING.

BELOW, NOTE EACH TIME A PERSON TALKS. IF THEY TALK FOR A LONG TIME, PUT A STAR NEXT TO THAT PERSON'S NAME EACH TIME THEY TALK FOR A LONG PERIOD OF TIME. YOU CAN ALSO PARTICIPATE IN THE CONVERSATION.

### DID YOU KNOW?

*Research shows that airtime matters. In a group of eight, three people will speak 67% of the time. That means five people in the group typically do not get their voices heard. Although airtime does not equal influence, it is perceived as influence. So the loudest voice is seen as the most influential, even if that person did not contribute the most.*

Person 1: \_\_\_\_\_

Person 2: \_\_\_\_\_

Person 3: \_\_\_\_\_

Person 4: \_\_\_\_\_

Person 5: \_\_\_\_\_

Person 6: \_\_\_\_\_

Person 7: \_\_\_\_\_

Person 8: \_\_\_\_\_

## YOUR ROLE - “THE SILENT EXPERT”

YOU HAVE INSIDE INFORMATION, BUT YOU ARE ONLY ALLOWED TO REVEAL THE INFORMATION IF YOU ARE ASKED TO SHARE YOUR IDEAS.

YOUR INSIDE INFORMATION IS:

NOVEMBER 5 IS A BRITISH HOLIDAY: GUY FAWKES DAY (ANARCHIST WHO TRIED TO BLOW UP HOUSE OF PARLIAMENT AND GOT CAUGHT ON THE 5TH). POINTS WILL ONLY BE GIVEN IF THE NAME “GUY FAWKES” IS INCLUDED IN THE ANSWER.

### DID YOU KNOW?

*Research shows a Common Knowledge Effect. Groups will focus on the shared information and spend less time or effort on unique information an individual may possess. This is also called Group Think.*

## YOUR ROLE - “THE AIRTIME DOMINATOR”

SPEAK MORE THAN YOUR FAIR SHARE.

IN OTHER WORDS, TRY TO SPEAK AT LAST 20% OF THE TIME. AND IF YOU DON'T KNOW WHAT TO SAY, THEN REPEAT WHAT SOMEONE ELSE HAS SAID OR COMMENT ON HOW THE GROUP IS DOING.

## **DID YOU KNOW?**

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*In a group of eight, three people will speak 67% of the time. That means five people in the group typically do not get their voices heard. Although airtime does not equal influence, it is perceived as influence. So the loudest voice is seen as the most influential, even if that person did not contribute the most.*

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YOU HAVE INSIDE INFORMATION, BUT YOU ARE ONLY ALLOWED TO REVEAL THE INFORMATION IF YOU ARE ASKED TO SHARE YOUR IDEAS.

YOUR INSIDE INFORMATION IS:

CINCO DE MAYO IS THE MEXICAN HOLIDAY CELEBRATING THE VICTORY OVER THE FRENCH ARMY AT PUEBLA. THERE WILL NOT BE CREDIT GIVEN FOR THE STRAIGHT TRANSLATION: THE FIFTH OF MAY.

MINIMIZE YOUR PARTICIPATION BY SPEAKING VERY LITTLE THROUGHOUT THE CONVERSATION. SEE IF ANYBODY NOTICES.

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