1) Main Sources of Stress

Stress Source 1: Tight Deadlines & Time Pressure

Description:
 The team is working with limited time to deliver a playable prototype, increasing anxiety and rushed decisions.

Solutions:

- **Scope Control:**
   Lock the prototype scope early and focus only on core mechanics required for testing.

- **Short Milestones:**
   Break the deadline into small weekly goals to create visible progress and reduce overwhelm.

Stress Source 2: Unclear Responsibilities

Description:
 Team members are unsure who owns which tasks, causing duplicated work and frustration.

Solutions:

- **Single Task Ownership:**
   Each task is assigned to one owner responsible for delivery.

- **Visible Task Board:**
   Use Trello / Notion to track task status, owners, and deadlines in one place.

Stress Source 3: Ineffective or Avoided Feedback

Description:
 Team members hesitate to give feedback, leading to unresolved issues and silent tension.

Solutions:

- **Structured Feedback Framework:**
   Use the Observation → Impact → Suggestion model during feedback sessions.

- **Scheduled Feedback Time:**
   Feedback is only given during playtests or meetings, reducing surprise criticism.

2) Conflict Scenario Description

Scenario:
 The Game Designer wants to add a new combat mechanic to improve depth, while the Developer argues it will delay the prototype and increase bugs.

This disagreement is starting to affect communication and collaboration.

3) Conflict Analysis

- **Conflict Type:** Task Conflict
  (Disagreement about what feature should be implemented and when)

- **Risk if Unresolved:**

    - Delays in development

    - Increased stress

    - Breakdown of trust between team members

4) Conflict Resolution Strategy

Step 1: Clarify the Issue

- Both sides explain their position using facts, not opinions.

- Focus on project goals (playable prototype, deadline).

Step 2: Evaluate Constraints

- Review time, resources, and technical limitations.

- Assess whether the feature fits the current scope.

Step 3: Find a Compromise

- Options:

    - Simplify the mechanic for the prototype.

- ○ Postpone the feature to a later iteration.

- ○ Create a basic placeholder version.

Step 4: Decide & Document

- ● The Producer makes the final call if consensus isn't reached.

- ● Decision is documented to avoid reopening the conflict.

5) Leadership Behavior to Support the Team

- ● **Remain Neutral:**
  Listen to all parties without taking sides emotionally.

- ● **Promote Psychological Safety:**
  Encourage team members to express concerns without fear of blame.

- ● **Reinforce Shared Goals:**
  Regularly remind the team that the goal is a functional prototype, not a perfect game.

- ● **Monitor Stress Levels:**
  Adjust scope or deadlines if the team shows signs of burnout.