"GAME-PLAYING TECHNIQUES AS A WAY OF STAFF DEVELOPMENT IN AN ORGANIZATION"

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PLAN

- Problem statement
  - Delimitations of the study
    - Professional significance of the survey
      - Methods
        - Results anticipated
          - Conclusion

PROBLEM STATEMENT

- **Importance of staff development techniques:**

  board games - to improve interpersonal human communication skills

- **A need for a new survey :**

  the question - not thoroughly investigated

  in modern psychological science

- **Personal experience:**

  - real team

  - ready to support anytime

  - "big family"

  - warm atmosphere

DELIMITATIONS OF THE STUDY

- **Object** – staff in an organization

- **Subject** – changing of an ego-state of a personality and team climate (mutual understanding)

Aim

1. **to understand the influence scale of board games**

   - on working process

   - on staff relations

   - on team climate

2. **to define the ways of game influence on**

   - staff team working atmosphere

   - employees working performance

3. **to prove experimentally that**

employees regularly playing board games are sure

- to have warmer climate in the team
- to enjoy better mutual understanding

easier and simpler further staff development

PROFESSIONAL SIGNIFICANCE

- *Application in*

- training courses

- teambuilding events

- *Academic novelty*

changes of an ego-state, supposedly, from states "Parent" and "Adult" to the state "A free Child"

working out of individual and/or collective gamegrammes

- *special type of people's emotional state –*

'children-like game emotions':

- an ego-state of a human being of any age playing games
- removal of psychological borders
- feelings of euphoria

METHODS

- **Testing:**
- before the beginning of the experiment
- in the process
- after its finishing

aimed to

- reveal levels of mutual understanding in a team
- assess team climate
- apply the egogramme

RESULTS ANTICIPATED

Experiment
- long-term

- conducted on three groups of people:
- who practise playing board games a lot
- who do it occasionally
- without any experience of playing board games

Emotions enable:

- "recognition" of each other
- disclosure of the best qualities of the personality
- sympathy, friendship and mutual understanding

- team unity
- development of communication skills (dialogue skills)

Vast area of investigation

application of game playing techniques ⟵ interrelation ⟶ creation of mutual understanding atmosphere among employees

interdependence

good staff performance

Results of the survey

- in marketing
- in human resources (personnel trainings)

Contribution to

- developmental psychology
- social psychology

First step to further research

THANK YOU
FOR YOUR LISTENING