



# BAFFLING TWIST

COMPOS MENTIS - INCLUSION  
AND MENTAL WELL-BEING IN  
YOUTH PROJECTS- TOOLBOX



**WHAT**  
simulation exercise

**FOR WHOM**  
youth workers,  
facilitators, trainers

**WHY**  
dealing with a  
disturbance in a  
group dynamics

Introduced in Compos Mentis and gave many a surprise as the name suggests. The tool consists of team exercises that increase in difficulty.

Additionally, unknowingly to the participants, there are secret agents among the groups. Their goal is to show disruptive behavior in the groups and mess up the group dynamic and their decision-making process.

During the reflection, this was be revealed and left the participants astonished. The goal of the exercise is to reflect on different factors impacting group dynamics and analyze how to address them.

# Baffling Twist Exercise



## SCENARIO



1. Choose your secret agents - 5 is enough for a group of 30 people
2. Ask your agents to disturb the tasks in whatever manner it suits them eg. nagging, not cooperating, triggering conflicts, being disengaged, interrupting, stealing the show etc.
3. Introduce to the rest of the group Baffling Twist as a Team Building Activity or Group Dynamic Exercise (DON'T REVEAL THE TRUE OBJECTIVE)
4. Facilitate the exercise
5. Debrief no. 1
6. Reveal the true goal of the exercise, present the secret agents
7. Debrief no. 2

### Warning!!

The exercise may trigger many emotions, that's why should be implemented only for experienced youth workers who can deal with tension and conflict

# Baffling Twist Exercise



1,5 session

30 - 40 participants

5 among them secret agents

10 min Introduction

30 min The exercise

15 min Debriefing no 1

45 min Debriefing no 2

**TASK 1 - 2 persons 5 minutes**

Find 3 common things between your countries

**TASK 2 - 3 persons, 5 minutes**

Create an advertisement for the venue you are in

**TASK 3 - 5 persons, 5 minutes**

Create the highest tower out of cards

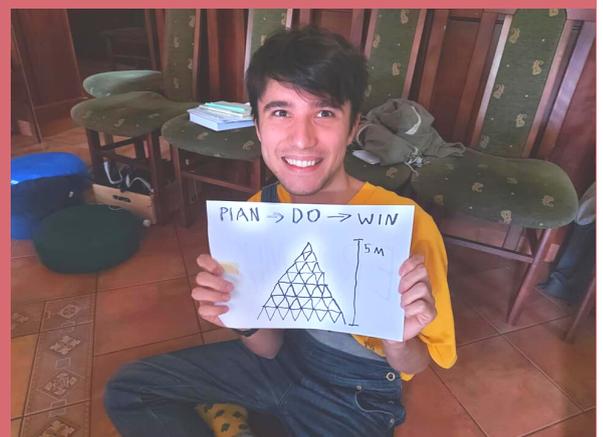
**TASK 4 - 3 groups, 7 minutes**

Perform a group song

**TASK 5 - 2 groups, 7 minutes**

Perform a group dance

**Achieve you goal!**



# Baffling Twist Exercise



## Debriefing no. 1

How many tasks did you accomplish?

Were you task or process-oriented?

Which configuration (the size of the group) was for you the best for

- achieving the goal,
- creativity,
- creating bonds?

Did anything disturb to achieve your goals?



**Reveal the true aim of the exercise, present the secret agents, thank them for their sacrifice! Go to Debriefing nr 2**

## Debriefing no. 2.

What kind of disturbing behaviour your agents performed?

How did you feel?

What impact it had on relations in the group?

What impact it had on achieving the goal?

What are possible approaches, attitudes or tools which could help in such a situation? Create a mindmap.