

Instructions for the Introduction Activity

These instructions need to be cut into strips and placed in envelopes. The outside of the envelope should be labeled either “Leader #__” or “Follower #__.”

Leader #1: Please give your follower verbal instructions to close his/her eyes (or be blindfolded) and to follow your instructions to move to the left front corner of the training room. Respond to any questions in the best way you know how, trying to clarify confusion. Thank your follower for being willing to work with you to accomplish this task. When your follower does something correctly, please praise him/her. When he/she has difficulty, please offer support and assurance that you are there to help and will keep them safe in the process. When you have arrived in the correct spot, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer.

Follower #1: Please follow your leader’s voice instructions as compliantly as you can. Ask questions if you are confused. Express any concerns you have. When you have arrived at your goal destination, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer. Pay attention to how it feels to be a follower in this situation. What does your leader do that is helpful? What does your leader do that gets in the way of your success? What suggestions might you make to help your leader improve his/her leadership skills?

Leader #2: Please give your follower verbal instructions to close his/her eyes (or be blindfolded) and to follow your instructions to move to the right front corner of the training room. Use a stern tone of voice. Respond to any questions by repeating the instruction in a slightly louder tone of voice, without varying your information much at all. If your follower gets confused or frustrated, make a comment such as, “I’m not sure what’s the matter with you? I’m being as clear as I can be.” If he/she continues to be confused, tell him/her that you will have to get the help of a trainer or of a supervisor. Suggest that he/she tries harder and cooperates more with you to get this task done as soon as possible. When you have arrived in the correct spot, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer.

Follower #2: Please follow your leader’s voice instructions as compliantly as you can. Ask questions if you are confused. Express any concerns you have. When you have arrived at your goal destination, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer. Pay attention to how it feels to be a follower in this situation. What does your leader do that is helpful? What does your leader do that gets in the way of your success? What suggestions might you make to help your leader improve his/her leadership skills?

Instructions for the Introduction Activity (continued)

Leader #3: Please tell your follower to close his/her eyes (or be blindfolded). After he/she has closed their eyes or is blindfolded, tell him/her where you are going to take him/her. Tell him/her to follow your instructions to move as you direct him/her to do so to the back left corner of the training room. Give only a few instructions to go around chairs and tables and any other obstructions in the way. Respond to any questions by saying that you are sharing all of the information you are allowed to share. Continue to repeat only minimal instructions to get to the designated spot, but do not make much of an attempt to change what you are saying. When you have arrived in the correct spot, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer.

Follower #3: Please follow your leader’s voice instructions as compliantly as you can. Ask questions if you are confused. Express any concerns you have. When you have arrived at your goal destination, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer. Pay attention to how it feels to be a follower in this situation. What does your leader do that is helpful? What does your leader do that gets in the way of your success? What suggestions might you make to help your leader improve his/her leadership skills?

Leader #4: Please give your follower verbal instructions to close his/her eyes (or be blindfolded) and to follow your instructions to move to the back right corner of the training room near the flip chart stand. Respond to any questions in the best way you know how, trying to clarify confusion. Thank your follower for being willing to work with you to accomplish this task. When your follower does something correctly, please praise him/her. When he/she has difficulty, please offer support and assurance that you are there to help and will keep them safe in the process. When you have arrived in the correct spot, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer.

Follower #4: Please pretend that you do not understand your leader’s voice instructions, as if he/she is speaking to you in a foreign language. If you know a foreign language, please feel free to respond to any questions or comments by speaking that language. Try to use gestures to show what you mean, even though you are blindfolded or have your eyes closed and cannot see. If you do not know a foreign language, feel free to talk in an affected foreign accent. Ask questions if you are confused. Express any concerns you have. When you have arrived at your goal destination, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer. Pay attention to how it feels to be a follower in this situation. What does your leader do that is helpful? What does your leader do that gets in the way of your success? What suggestions might you make to help your leader improve his/her leadership skills?

Instructions for the Introduction Activity (continued)

Leader #5: Please give your follower verbal instructions to close his/her eyes (or be blindfolded) and to follow your instructions to move to the center of the training room near the left wall. Address any issues your follower has as sensitively as you can. Be as clear as you can be about what you want him/her to do and how you want him/her to do it. When you have arrived in the correct spot, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer.

Follower #5: Please tell your leader that you do not understand why it is necessary to move from where you are. Do not become nasty or belligerent, but do not follow your leader’s voice instructions until he/she can explain the reason for the move in a manner that is genuinely convincing to you. Then, at each step of the way, pause to ask for repeated assurance that this is really necessary and something that will be of benefit to you. Only move forward if you are convinced that you want to do this. Ask questions if you are confused. Express any concerns you have. When you have arrived at your goal destination, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer. Pay attention to how it feels to be a follower in this situation. What does your leader do that is helpful? What does your leader do that gets in the way of your success? What suggestions might you make to help your leader improve his/her leadership skills?

Leader #6: Please give your follower verbal instructions to close his/her eyes (or be blindfolded) and to follow your instructions to move to the right side of the room midway between the front and the back of the room. When you have arrived in the correct spot, pause for a moment and then say, “No, I think we are supposed to be in a different spot and give instructions to move to the center of the room. When you have arrived near the center of the room, pause again, and say, “No, I’m sorry, I must have misunderstood these instructions. Now we need to move to a different place and give instructions to move to the back of the room near the center of the back wall. When you have arrived here, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer.

Follower #6: Please follow your leader’s voice instructions as compliantly as you can. Ask questions if you are confused. Express any concerns you have. When you have arrived at your goal destination, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer. Pay attention to how it feels to be a follower in this situation. What does your leader do that is helpful? What does your leader do that gets in the way of your success? What suggestions might you make to help your leader improve his/her leadership skills?

Instructions for the Introduction Activity (continued)

Leader #7: Please give your follower verbal instructions to close his/her eyes (or be blindfolded) and to follow your instructions to move to the front of the room midway between the two side walls. Before you have arrived in the correct spot, pause for a moment and then say, “Excuse me, could you wait right here while I go take care of something else. I’ll be right back, just stand here quietly for a few minutes and wait. If your follower protests, assure them that you will be right back and continue to try to get agreement for him/her to wait. If so, step away from your follower and wait quietly for a minute. Then, return and lead him/her to the front of the room near the center. When you have arrived here, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer.

Follower #7: Please follow your leader’s voice instructions as compliantly as you can. Ask questions if you are confused. Express any concerns you have. When you have arrived at your goal destination, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer. Pay attention to how it feels to be a follower in this situation. What does your leader do that is helpful? What does your leader do that gets in the way of your success? What suggestions might you make to help your leader improve his/her leadership skills?

Leader #8: Please give your follower verbal instructions to close his/her eyes (or be blindfolded) and to follow your instructions to move to the right side of the room midway between the front and the back of the room. But, take your follower a long way around the room before going to the designated spot. As you walk around the room, deflect any questions from your follower about what is taking so long or where, exactly, you are going, with assurances that you are on the way to the correct destination and that he/she should just trust you. Do not arrive at your designated spot until after several other pairs have arrived at theirs and signaled their arrival. When you have finally arrived in the correct say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer.

Follower #8: Please follow your leader’s voice instructions as compliantly as you can. Ask questions if you are confused. Express any concerns you have. When you have arrived at your goal destination, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer. Pay attention to how it feels to be a follower in this situation. What does your leader do that is helpful? What does your leader do that gets in the way of your success? What suggestions might you make to help your leader improve his/her leadership skills?

Instructions for the Introduction Activity (continued)

Leader #9: Please give your follower verbal instructions to close his/her eyes (or be blindfolded) and to follow your instructions to move to the direct center of the room midway between the front and the back of the room and midway between both walls, but do not try to go there immediately or directly. Take an indirect route. If your follower expresses any resistance to following you, encourage him/her to fully express his/her feelings about this process and attempt to gain a willingness to participate with you. Try to identify what the follower wants to do and where he/she would prefer to go and see if you can arrive at a satisfactory resolution. When you have arrived in the spot, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer.

Follower #9: Please follow your leader’s instructions to close your eyes or to put on a blindfold, but before move from your current spot to move to a new spot, ask if you really do have to move at all. Try to get your leader to agree with not moving from your current spot. If that does not work, ask him/her to tell you exactly where you are supposed to end up. Then, try to get your leader to agree to take you to a different spot. Ask questions if you are confused. Express any concerns you have. When you have arrived at your goal destination, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer. Pay attention to how it feels to be a follower in this situation. What does your leader do that is helpful? What does your leader do that gets in the way of your success? What suggestions might you make to help your leader improve his/her leadership skills?

Leader #10: Please give your follower verbal instructions to close his/her eyes (or be blindfolded) and to follow your instructions to move to the designated spot. Tell him/her that you have decided to take him/her just outside one of the doors to the training room. You are asked not to lie or be deceitful about the plan, but to simply indicate that your plan is to leave the training room. If your follower expresses any resistance to following you, encourage him/her to fully express his/her feelings about this process and attempt to gain a willingness to participate with you. Try to identify what the follower wants to do and where he/she would prefer to go and see if you can arrive at a satisfactory resolution. When you have arrived at the spot, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer.

Follower #10: Please follow your leader’s instructions to close your eyes or to put on a blindfold, but before move, ask your leader to tell you where you are going to go. He/she is supposed to take you outside the training room. Try to get your leader to agree to not leave the room, but to stay near the door. Tell him/her all of your concerns about leaving the room during the activity and your nervousness about getting the trainers angry with you both, etc. Ask questions if you have any. Express any concerns you have. When you have arrived at your goal destination, say out loud, “We’re here.” Repeat this until your arrival has been acknowledged by the trainer. Pay attention to how it feels to be a follower in this situation. What does your leader do that is helpful? What does your leader do that gets in the way of your success? What suggestions might you make to help your leader improve his/her leadership skills?