

# SKILL – Role Reversal Simulation



## 1) DESCRIPTION OF THE TOOL

Role Reversal Simulation helps in understanding different perspectives within a conflict by allowing individuals to assume the roles of their counterparts. This method enhances empathy and can lead to more effective conflict resolution.

Time: 30 minutes

## 2) OBJECTIVES OF THE TOOL

- To foster empathy by experiencing the conflict from the other person's perspective.
- To develop better understanding and communication.
- To encourage collaborative problem-solving approaches.
- To reduce personal bias and preconceptions.

## 3) CONNECTION OF THE TOOL WITH THE SKILL

This tool applies directly to the skills needed for effective conflict resolution, as it encourages understanding and communication, key components of the conflict-solving skillset described in the "Conflict Solving" section.

## 4) RESOURCE MATERIALS

- Role cards describing each participant's position and viewpoints.
- Scenario descriptions detailing the conflict situation.
- Feedback forms for post-simulation reflection.

## 5) HOW TO APPLY THE TOOL

- Step 1: Participants are briefed on the conflict scenario and assigned roles that are opposite their actual positions or arguments in the conflict.
- Step 2: Participants engage in a structured dialogue, advocating for the position described on their role cards.
- Step 3: Participants discuss the feelings and challenges experienced during the role reversal.
- Step 4: Group debrief where participants reflect on what they learned about the opposing viewpoints and how this might affect their approach to the conflict in reality.



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## 6) WHAT TO LEARN

Participants will learn to appreciate the complexities and emotions involved in opposing viewpoints, which can lead to more effective and empathetic conflict resolution strategies.



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