**ROLE PLAY “SUCCESSFUL ADMINISTRATOR OF A CLINIC” (author – Lutsenko O.)**

**2 teams of administrators** of some private clinic compete in motivating their personal to work better (enhance their professional performance).

**1 team of medical personal** (doctors).

Members of administrator teams design and shortly write the motivational means to motivate their personal to work better. The motivators list should not include more than 15 propositions. Then administrators present (read) to personal all their propositions (motivators): 1…, 2…, 3…

**Time** - 3 minutes for design and 1 minute to present for the personal.

The administrators should be mostly realistic and don’t propose things that unlikely to be carried out in real life.

Each member of Personal team gives one type of reaction for every motivational act of administration.

*Table: Types of Reactions*

|  |  |  |  |
| --- | --- | --- | --- |
| 1) Improve my loyalty to the clinic  (+5) | 2) Increase diligence on 5%  (+5) | 3) Increase diligence on 10%  (+10) | 4) Increase diligence on 15%  (+15) |
| 5) Improve qualification  (+20) | 6) No effect  (0) | 7) Enter into conflict with administration  (-15) | 8) Quit this clinic  (-20) |

Personal representatives write against the numbers of the motivator, the numbers of their reactions to them and scores in table. – 5 minutes.

*Table: Reactions to the motivators*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Motivators of 1st administrator’s team | Reaction | Score | Motivators of 2nd administrator’s team | Reaction | Score |
| 1 |  |  | 1 |  |  |
| 2 |  |  | 2 |  |  |
| 3 |  |  | 3 |  |  |
| 4 |  |  | 4 |  |  |
| … |  |  | … |  |  |
| Total |  | | Total |  | |

Personal count the total scores in their tables. After that every member or personal read his/her total scores for each administrator’s team.

Facilitator count summative scores for each team and define winner.

Also personal may report about their reactions to every proposed motivator and explain them.

Estimated time of the game – 15 minutes.

**FORM FOR THE MEMBERS OF PERSONAL TEAM**

***Table: Types of Reactions***

|  |  |  |  |
| --- | --- | --- | --- |
| 1) Improve my loyalty to the clinic  (+5) | 2) Increase diligence on 5%  (+5) | 3) Increase diligence on 10%  (+10) | 4) Increase diligence on 15%  (+15) |
| 5) Improve qualification  (+20) | 6) No effect  (0) | 7) Enter into conflict with administration  (-15) | 8) Quit this clinic  (-20) |

***Table: Reactions to the motivators***

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Motivators of 1st administrator’s team | Reaction | Score | Motivators of 2nd administrator’s team | Reaction | Score |
| 1 |  |  | 1 |  |  |
| 2 |  |  | 2 |  |  |
| 3 |  |  | 3 |  |  |
| 4 |  |  | 4 |  |  |
| 5 |  |  | 5 |  |  |
| 6 |  |  | 6 |  |  |
| 7 |  |  | 7 |  |  |
| 8 |  |  | 8 |  |  |
| 9 |  |  | 9 |  |  |
| 10 |  |  | 10 |  |  |
| 11 |  |  | 11 |  |  |
| 12 |  |  | 12 |  |  |
| 13 |  |  | 13 |  |  |
| 14 |  |  | 14 |  |  |
| 15 |  |  | 15 |  |  |
| Total |  | | Total |  | |

**FORM FOR THE MEMBERS OF ADMITINTRATION TEAM**

|  |  |
| --- | --- |
| **#** | **Motivational proposition** |
| 1 |  |
| 2 |  |
| 3 |  |
| 4 |  |
| 5 |  |
| 6 |  |
| 7 |  |
| 8 |  |
| 9 |  |
| 10 |  |
| 11 |  |
| 12 |  |
| 13 |  |
| 14 |  |
| 15 |  |