Negotiation can be tricky, because it involves two people. What the other person wants and does will affect what happens in the negotiation. For a negotiation to help either person, both need to work together. We are going to play a game to see how working together can sometimes be challenging.
Activity: Lion–Zebra Game

(Materials needed: Lion and Zebra cards, See Handout 2, Appendix III. Distribute the Lion and Zebra cards—one of each to each student.)

- We are going to play a card game. Each of you has two cards—one with a picture of a lion and one with a picture of a zebra. The goal of the game is to win as many points as you can. The rules are:
  1. In each round you will win points based on which cards you and your partner put down.
  2. Before you play, hold your cards close to you so that only you can see them.
  3. When you choose which card to put down, place it face down in front of you.
  4. When we say so, you and your partner flip your cards.
  5. You then record your score.
  6. The game will last 5 rounds.
  7. No talking is allowed from now until the end of the game, except when I tell you it is okay to talk.

(Draw scoring table on the board, like Flipchart 12. Then, explain the scoring key as follows):

- You play Zebra—Your partner plays Zebra
  - You earn 2 points—your partner earns 2 points
- You play Lion—Your partner plays Lion
  - You earn 1 point—your partner earns 1 point
- You play Lion—Your partner plays Zebra
  - You earn 3 points—your partner earns 0 points
- You play Zebra—Your partner plays Lion
  - You earn 0 points—your partner earns 3 points

- What happens if two zebras meet? They play! If two zebra cards are put down, the zebras play and you each get 2 points.
- What happens if two lions meet? They fight! If two lions are put down, the lions fight and you each get 1 point.
- What happens if a lion meets a zebra? The lion eats the zebra! If a zebra and a lion card are put down the lion eats the zebra, so the player who put down the lion card gets 3 points and the player who put down the zebra card gets 0 points.

(Demonstrate one round with both coaches playing, or if you are the only coach you can ask a girl to volunteer demonstrating how the game works with you. Then divide the students into pairs and start the game. If anyone starts to talk during the game, remind them they can’t talk unless you say so. Announce the start of each round, and remind them to keep score. When 5 rounds are complete, total the
Discussion: Lion–Zebra Game

- What did you think of the game? (Allow them to discuss for a couple of minutes. Some will have found it fun, and some might be frustrated.)
- What scores did you get?
- Did anyone start playing lion–lion? Why do you think that happens?
- When you play lion–lion throughout the game, each person ends up with 5 points. If you play zebra–zebra the entire time, you would get ten points each. Did anyone here get ten points? (Some of the students may have earned more than 10 points if they played Lion through four or five rounds, while their partner played Zebra. If this happened, ask the Zebra player why she kept playing Zebra and how she would act if she had to play with this person again. Ask others what they would have done in this situation. The point is that sometimes you can win by beating other people, but most people will fight back and it can destroy any chance for a good relationship in the future.)
- Why do you think it is so hard for both people to play Zebra the whole time in this game?
  - Each person wants to win.
  - The other person played Lion and I was afraid to play Zebra.
  - Without talking, there is no way to build trust so that you are willing to play zebra.
- Let’s try the game again. This time, you can talk with each other. (Let students play another 5 rounds while talking with each other.)
- How did being allowed to talk change the game?
  - We could decide to work together to get more points.
- Did anyone’s partner play lion on you, when you agreed to play zebra? How did that feel? (Allow the students to answer)
- Was anyone tempted to play lion, when you had promised to play zebra? Why? (Allow the students to answer)
- Was anyone able to create trust in this game? How? (Allow the students to answer)
- Did knowing that you had many rounds to play help you create trust in the game?
✓ Yes, because I knew if I played lion she might do that to me the next time. So I kept my word

➢ The goal of this game is to show you that while working together can sometimes help both people, it can also be hard!

➢ In negotiation, your actions affect the other player, and their actions affect you. Sometimes, the best way to get what you want is by helping others get what they want. But, can you control what the other person does? (Allow them to answer. You can remind them that some of them trusted their partner to play zebra but then played lion instead.)

➢ In negotiation, sometimes you want to work with someone, but they might make it hard. Often, if you can show them the win-win solution, they may agree to work with you. But, what can you do if they don’t cooperate?

✓ You can walk away

➢ Yes, you can walk away. In the Lion Zebra game, if someone keeps telling you she’ll play zebra and then she plays lion, should you keep playing zebra? Is she cooperating?

✓ No

➢ Exactly. She’s not cooperating. So you can start playing lion too, which is like walking away from the negotiation.

➢ Knowing you have that option to play lion if the other person hurts you might allow you to be more trustful at first, and to try playing zebra. By playing zebra–zebra several times, you may be able to build up trust that will allow both people to win.

➢ We are going to switch partners, and play one more time. This time, the points are going to be doubled. Zebra–zebra will be 4–4, lion–lion will be 2–2, and lion–zebra will be 6–0. But, you are only going to play one round. You are allowed to talk to each other before you play. Pick a different partner than before. Ready? Go!

(Let students play 1 round with new partners, letting them talk together.)

➢ What happened in this round? (Many of the students will have played Lion-Lion.) Why do you think that happened?

✓ We were just playing one round, so we didn’t need to build trust.

✓ I just wanted to make the most points possible.

➢ What have we learned from this last round - Can we build trust instantly?

✓ No
Great. If you always treat negotiations as just a single round, like playing one round of lion–zebra, it can be hard to build trust. Each person might just try to get as much for themselves as possible, and you might end up with lion–lion.

However, when you have a relationship with someone that is built up over time, like you have with your parents or your friends, you do not need to think about just a single round. It can be like when you had ten rounds to talk and build trust together.

**Coach checklist:** *(after this discussion students should understand:)*

- Successful negotiations do not happen instantly.
- If you treat negotiations only as an opportunity to win, it can be hard to build trust because each person might be focused on beating the other side.
- In negotiation, what I do affects you and what you do affects me.
- We can’t control what the other person does. If they decide to stop helping us we need to make sure we put our needs first.

**Takeaway:** *(have students repeat after you)*

- When we think of negotiations as opportunities for both parties to win, we can talk and build trust together which can lead to better negotiations.