

Participant Screening Role Play Exercise – 15 minutes

Instructions:

- Name a note-taker who will also report out for the group from the discussion at the end of the role plays.
- Take volunteers of two different pairs of people in your group who will role play a leader and a prospective participant going through a 5-minute screening conversation for a hike, one after the other. The facilitator will read the hike description and then tell the first pair about the case that their pair will act out. After that pair is done with their role play, the facilitator will tell the second pair about the case that they will act out, and the second pair will proceed immediately into their role play. At the end of that second role play, the whole group will debrief.
- Emphasize that this exercise is NOT a 'test' but rather meant to give them practice and some tips and tricks in a safe space so that they will feel more comfortable doing it in real life when the time comes! Acknowledge that they may feel awkward and uncomfortable but that they'll develop confidence with practice!

Hike Description: *Catch amazing views from the high point of this 8-mile dayhike with 3000 feet of gain. We'll go at a steady 2-2.5 mph pace for conditioning, and we'll stay together as a group in order to support each other. LEADER PERMISSION REQUIRED.*

ROLE PLAY CASES: Get two pairs of volunteers, assign two as leaders and two as prospective participants. For each of two cases you'll have one person act as the leader interviewing a second person on the phone who is requesting to come on that leader's trip.

First case: *The prospective participant is a new member who shows no activities on their Mountaineers profile yet. In this case, the participant has a lot of recent experience with strenuous hiking and enjoys going at a fast pace but is irritated by having to go through questioning by someone to be allowed to go on a hike.*

Second case: *The prospective participant has done a few private hikes in the past few months but doesn't recall the distance, the elevation gain or the pace that they went. She is glad to help but thinks the whole conversation isn't really necessary since "she'd be happy to just hang in the back and 'hike her own hike'."*

Debrief questions:

- What worked well in these conversations? What were some pitfalls and how might they be avoided?
- How well did the leader set the participant at ease by explaining the demands of the trip and the reasons they needed to ask them questions? What other suggestions might you add?
- How did the leader deal with the first participant's irritation and help them buy into the value of the process?
- How did the leader deal with the second participant's lack of awareness about their hiking experience, fitness and pace? How did the leader get the participant's buy-in about keeping the group together rather than letting her hang back?
- What are the features of a hike description that helps the leader with the screening task? How could this description be improved?