



Pros and Cons

- Target group(s):** All employee groups
- Objective:**
- To make all aspects of the controversial subject for discussion easily accessible
 - To support concentration on the essence of the subject
 - To formulate content and practice putting oneself in the position of other arguments.
- Method:** Pro – contra – discussion, role play
- Task:** The topic for discussion is clearly formulated (possible visualisation)
- The group will be divided into two sections: “pro” and “contra”.
- Each group withdraws and spends 10 minutes thinking about their “pro” or “contra” stance and gathers their arguments.
- After that, the individual members of both groups take it in turns to present their respective opinion on the subject.
- First the “pro group”, then the “contra group”, then the “pro group” again and so on (individuals may bring their main thoughts on their position written on small cards)
- Evaluation:**
- Evaluation session: main aspects of the discussion are brought together in the group (small cards)
 - Reactions and self-perception are discussed (How did I feel having to deal with pro/contra?)
- Time:** 40- 60 minutes
- Materials:** Chairs, 2 tables, small cards, pens
- Pin board or flipchart
- Note:** This exercise is suitable for collecting and dealing with subjects, especially in the case of subjects which generate tension and are fraught with conflict. Good to use for dealing with clichés and stereotypes.

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