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[www.itstime.it](http://www.itstime.it)

## Special Learning Experience: methodology and output of the activities

During the activities on the field the tutors collect data about the participant's behaviours and relationships with both partners and opponents. The observation is focused on several relevant behaviours:

### As for the soft-air:

1. Competitive (e.g. the subject encourage the partners, verbally attacks the opponents, etc.);
2. Active (e.g. the subject suggests ideas, takes part in discussions, etc.);
3. Collaborative (e.g. the subject helps the partners in need, etc.);
4. Strategic (e.g. the subject elaborates strategies defining halfway points, he/she is able to positively react to the accidents, etc.);
5. Passive (e.g. the subject takes orders even when he/she should give orders, the subject do not participate to the discussions, etc.);
6. Aggressive (e.g. the subject denigrates the partners, he/she doesn't adapt to the collective decisions, etc.).

### As for the extreme-golf:

1. Active (e.g. the subject helps the team to take decisions, helps the partners in need, etc.);
2. Strategic (e.g. the subject analyzes the variables of the field, reflects before the shot, etc.);
3. Managerial (e.g. the subject coordinates the partners according to their own skills, creates a constructive mood, etc.);
4. Aggressive (e.g. the subject denigrates himself and/or the partners for the failure, complains of the trials, etc.);
5. Pessimistic (e.g. the subject foresees the failure, seems unable to exploit the skills of the team, etc.);
6. Polemical (e.g. the subject finds hard to accept the trials of the game, tries to negotiate the rules, etc.).

The data will be expressed in graphs that, preserving the anonymity of the participants, will be a stimulus for the collective discussion in the classroom about relevant issues such as the leadership, the teamwork, the decision making process under stressful conditions, the ethics of competition in a company. In the meanwhile, the data about each participant will be expressed in a reserved personal sheet containing synthetic graphs that will be given to the company, in order to evaluate the adherence (and/or the evolution) of the behaviours expressed in the working context. Usually the personal sheet is compared with the observations given by the company coaches. The graph nearby and the brief text below offer an example of the data contained in the personal sheets:

*"The subject immediately demonstrated the will to be in command of the team, without tolerating the uncertainty; he tends to lead the team despite the different roles that he has been playing. He tries to involve the partners into the strategic elaboration of the action plan, and when the team is successful he appears more collaborative. On the opposite, when the team is unsuccessful, he demonstrates high competitive and aggressive behaviour in order to get at least a personal victory".*

