WORKSHOPSKILL · FACILITATION KIT

The Orange — Facilitator Run Sheet

Folder: `the-orange` · Category: conflict · 2 parties of 2–4 · 20 min · offline · print props · assessment-type

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SETTING

The Orange — Facilitator Run Sheet

Two teams, one orange, one hidden fact each: the juicers need the flesh, the bakers need the peel. Teams that negotiate positions split the orange; teams that ask about interests both walk away whole. The debrief shows which one your room did — and where that pattern shows up in every handover, budget fight and vendor call.

Objectives

By the end of the activity, participants will have:

1. Felt the difference between **positions** ("I need the orange") and **interests** ("I need the juice").
2. Experienced that **information is the currency of agreement** — the hidden facts only surface if someone asks.
3. Practiced one question: **"what do you need it for?"**

Setup

Space: two tables, far enough apart that teams can't overhear each other.

Materials:

Item	Source
1 × orange (or any object)	real prop preferred — a real orange makes the reveal physical
1 × juicer team card	`the-orange-prop-cards.pdf` (card 1) — confidential
1 × baker team card	`the-orange-prop-cards.pdf` (card 2) — confidential
1 × facilitator card	`the-orange-prop-cards.pdf` (card 3) — for you

The hidden facts: juicers need the flesh for fresh juice (peel useless to them); bakers need the peel for a cake (flesh useless to them). Each card states its own fact only. Neither team knows the other's.

Rules — say them out loud: "One orange. Each team holds a confidential brief. You have eight minutes to reach a written agreement. No agreement by the deadline: neither team gets anything."

Minute-by-minute script

Time	Phase	Facilitator does	Participants do
0–3	Frame + briefs	Hand out confidential cards. State rules and deadline	Read briefs, plan openers
3–11	Negotiation (8 min)	Float. Answer process questions only ("can we ask them anything?" — yes). Do not hint at the hidden facts	Exchange offers, discover or fail to discover interests

Time	Phase	Facilitator does	Participants do
11–14	The reveal	“Juicers: show your card. Bakers: show yours.” Read both aloud	Surprise (or vindication)
14–17	Score the agreements	Agreements on the table: who split, who split *well*, who integrated	Compare outcomes
17–20	Bridge to debrief	“Keep your agreement slips — the debrief starts from what you wrote.”	Transition

Then run the debrief — see `the-orange-debrief.md`.

Known failure modes & rescues

1. **Both teams anchor on “half each” in minute one.** The classic. Rescue: none during negotiation — the premature split is the debrief’s centerpiece. Announce nothing.
2. **A team lies about its brief.** Someone claims to need the whole orange “for reasons.” Rescue: briefs are confidential, but lying about them is legal in this game — note it for the debrief, where trust becomes the question.
3. **Silence — nobody opens.** Rescue: at minute 5, announce to both tables: “three minutes of questions are allowed that must be answered honestly.” It usually unlocks the discovery.

Variations

- **The vendor version:** briefs become “vendor needs payment in 30 days” and “client needs delivery in 30 days” — the same hidden-complement structure in work clothes.
- **Three-party orange:** add a shipping team that needs the box. Multi-party interest mapping, noticeably harder.
- **No deadline:** remove the 8-minute clock. Watch how long teams take to ask the question they never asked.

Props in this folder

- `the-orange-prop-cards.pdf` — poker print-ready: juicer brief, baker brief, facilitator card
- `the-orange-guide.md` — this run sheet
- `the-orange-debrief.md` — 8 debrief questions, 3 failure modes
- `the-orange-assessment.json` — pre/post measure preset
- `the-orange-paper-form.pdf` — the A4 answer sheet: the measure as a print-and-fill form
- `the-orange-workbook.pdf` — participant workbook: the idea in plain words, guided items, notes and action pages
- `the-orange-slide-deck.pdf` — the slide deck for teaching or projecting
- `the-orange-slide-deck.html` — the same deck for any browser, speaker notes on N
- `the-orange-license.md` — what you may do with all of this, in plain language

- `the-orange-activity-poster.pdf` — The whole activity on one wall (A3): meta, run of show, debrief questions, watch-outs.
- `the-orange-start-here.md` — one page, thirty seconds, then print and go
- `SKILL.md` — machine-readable manifest for AI agents
- `the-orange-run-sheet.pdf` — the print edition: this run sheet + the debrief sheet, bound as one A4 PDF

Agent version

Every file in this folder has a stable public URL — an AI agent can fetch the props, the debrief and this run sheet with three curl commands (see `SKILL.md`). The negotiation itself needs the cards, an orange, and two tables that cannot overhear each other.

The Orange — Debrief Sheet

> 8 questions, 3 failure modes, one rule: the agreement slips are the data.
>
> Use with `the-orange-guide.md`. Debrief runs 10–15 min after the reveal.

The 8 questions

1. The opener.

"First two minutes: what did your team lead with — a demand, or a question?"

→ Most teams open with a position. The reveal then prices that opener.

2. The question that wasn't asked.

"Both agreements on the table: which team asked 'what do you need it for'? What would that question have been worth?"

→ This is the debrief's center. Ask it to the team that *didn't* ask.

3. The split.

"Teams that agreed on halves: what made half feel fair? What were you both giving up?"

→ Half is equality, not efficiency. The orange proves they are different things.

4. The reveal moment.

"When both cards went up — what did you feel? Say one word."

→ Surprise, relief, frustration — one word each, fast round. The emotion justifies the lesson better than analysis.

5. The lie.

"If anyone stretched their brief: what did it cost? Did it ever get found out?"

→ Optional question — ask only if a lie happened. Trust is the underlying currency.

6. The daily version.

"Where does a hidden complement hide in your week — two teams fighting over one thing that both could have?"

→ Transfer question. Expect: headcount, budget lines, meeting rooms, release dates, one shared engineer.

7. The one question.

“What is one question you will ask in your next disagreement before you counter?”

→ Commitment question. “What do you need it for?” is the obvious answer — let them find it.

8. The orange.

“Someone eat the orange. Seriously — it closes the exercise better than any summary.”

→ Closing question. The room watches interests get literally consumed: flesh to one, peel to the other.

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3 known failure modes of the debrief itself

1. **The splitters feel dumb.** Half-half teams believe they failed.
   Rescue: reframe — “half is a legitimate deal; it just left value on the table. Name one real deal where you’d accept that.”
2. **The winners lecture.** The integrated-deal team explains interest-based negotiation to everyone.
   Rescue: redirect to question 2 — the winners get asked what triggered their question, not their theory.
3. **The debrief stays hypothetical.** Everyone agrees “asking is good” and nothing changes.
   Rescue: question 7 with names and dates: next disagreement, one question, before the counter.

If you are running the pre/post measure (`the-orange-assessment.json`), note these observables during the negotiation:

Observable	Points to
A team asks “what do you need it for?” in the first 3 min	Interest exploration
Offers go beyond the one orange (juice rights, peel rights)	Integration attempt
A team reveals its own brief unprompted	Information sharing

The report your participants receive is a team-level comparison of process, never a verdict on who negotiated better — keep it that way.