

# Stakeholder Persona Expansion

## Purpose and Learning Goals

This activity builds directly on Activity 1. It does not involve any online “play” and can follow play with either the online version or the tabletop version of the @Stake game. Participants are asked to think more deeply about the role/s they played in the earlier game and to create a more in-depth and detailed profile of that individual. The activity is designed to encourage understanding of, and empathy for, points of view that may be have complex roots and are different from our own.

## Time

10 to 30 Minutes

## Supplies

- Paper for participants to write on
- Pen or pencil

## Facilitator Preparation

**The facilitator does not need any additional preparation for this Activity beyond what was necessary to conduct Activity #1.**

However, the facilitator should look over the suggested discussion questions to decide which one might be sensitive in the participants’ social/political/legal context and tailor discussion for their particular group.

## Introduce and Launch the Activity

Ask participants to reflect on the role/s they played in Activity #1:

- Did you feel you were playing a real person or a “flat,” stereotypical role?

Explain that participants will now have a chance to expand that stakeholder’s persona with further details. This will make the stakeholder more complex and perhaps more believable.

## DELIBERATE ACTIVITIES

# Stakeholder Persona Expansion, *continued*

Invite participants to expand the backstory of the stakeholder assigned to them. They can write the additional details on a new deck of the role cards or just on a piece of paper with the stakeholder's title and the existing bio. New characteristics might include citizenship, economic status, homeownership status, or family situation. Participants might also consider adding an item to that role's agenda for use during game play. Give participants about 5 minutes for this.

Ask each participant to read to the group the extra details he or she added to the assigned stakeholder profile.

### Debrief and Reflect

**When participants have shared all the expanded stakeholder personas, ask:**

- Do you think having these additional details would have made it easier or harder to come up with a convincing case for your stakeholder's point of view? (Would your expanded persona have acted differently during the game?)
- As a Deliberator, would knowing these extra details about the other stakeholders have changed how you played the game?

*If the group is ending the module with this activity and not continuing to Activity 3, end with the discussion questions suggested at the end of Activity 1.*