



# CRITICAL THINKING POSITIVE RESULTS

*“This simulation enhances a training experience. It adds the real life context to the numbers. Participants have all taken personality and behavioral assessments but they need to know what their results mean relative to other people they have to deal with. The Exchange helps participants learn to work together as a team instead of as individuals.”*

*Laverne Hibbett  
Associate Manager,  
Training and Development  
Medical Device Manufacturer*

**The Exchange®** is an interactive web-based simulation that challenges participants to think critically, gather and interpret data, make timely decisions, manage risk and uncertainty and react to changing market demands. To succeed, the participants must work effectively with their colleagues in a fast-paced situation, recognize emerging trends, maintain flexibility and act decisively. The simulation provides great opportunity to explore cultural norms and values around risk management and collaboration.

## The Simulation

Each participant is a member of a team, which is part of a larger trading association, whose assignment is to collect points by trading “Combos”. Combos are formed by assembling colored chips, known as medallions into four predefined groupings. The Combos have an initial value as well as emerging values and liabilities. Each team’s assignment is to collect as many points as possible by trading their Combos over four trading periods.

The Exchange has proven effective with a wide range of participants in many organizational settings such as manufacturing, non profits and professional groups. The Exchange can be used with people from similar levels with the organization as well as with a vertical cross section. When used with participants from the same organization, unique benefits are gained. Typically, pronounced aspects of the organization’s culture are acted out. Reflection on this manifestation of organizational culture can be very insightful for participants.

**Appropriate  
for 12 to 32 participants**

**Level 2 Simulation**

(See Simulation Classification System at [discoverylearning.com](http://discoverylearning.com))

## Materials

### Supply Kit Contains

- ▶ Participant Booklets
- ▶ Market Intelligence Reports
- ▶ Four sets of Medallions and glue sticks
- ▶ One license to the Assessment Center interface

### Tool Kit Contains

- ▶ Re-usable supplies
- ▶ All equipment needed i.e., glue guns, extension cords, carry bag

### Certification Provides:

- ▶ Downloadable Facilitator Guide and Memo Booklet
- ▶ Online Simulation Module
- ▶ Online Interface Tutorial
- ▶ Access to DLI’s Assessment Center

### The Exchange® works well with:

Change Style Indicator®

Decision Style Profile®

Influence Style indicator®

Change Readiness Gauge®