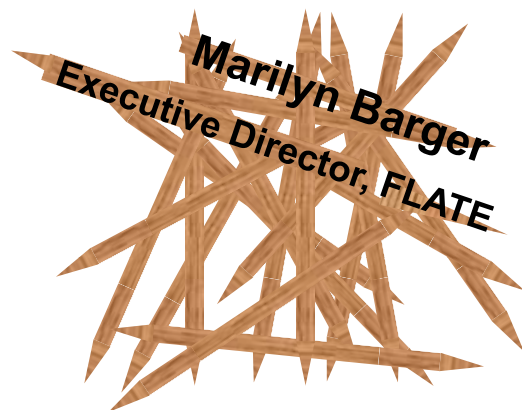
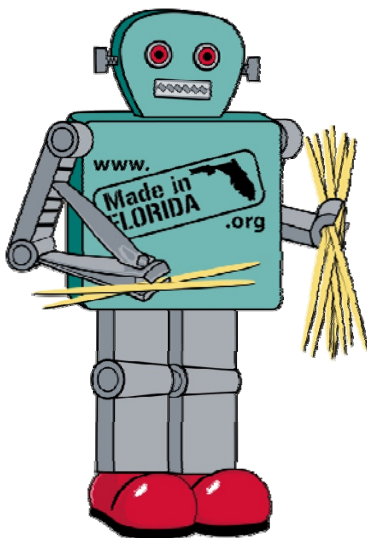


THE TOOTHPICK FACTORY[®]

A Simulation Game for the Soft Skills



ASEE Annual Conference and
Exposition Pittsburg, PA June 2008

The Toothpick Factory[®]

- Simulation game to teach soft skills
- Workplace setting
- Applicable to many audiences
- Active learning
- Self assessment / group discussion
- Introductory and advanced modules



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Soft Skills

- People skills (PIR)
- Implement your strengths as a listener, learner and leader
- Working in teams, listening, speaking, adapting, leading



Hard Skills

- Education and experience
- What you know
- Technical knowledge and skills



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Why are soft skills important?

- Increases *promotion potential*
- Empowerment
- Creates opportunities
- Employers want
 - Team-oriented employees
 - Well-rounded employees
 - High morale



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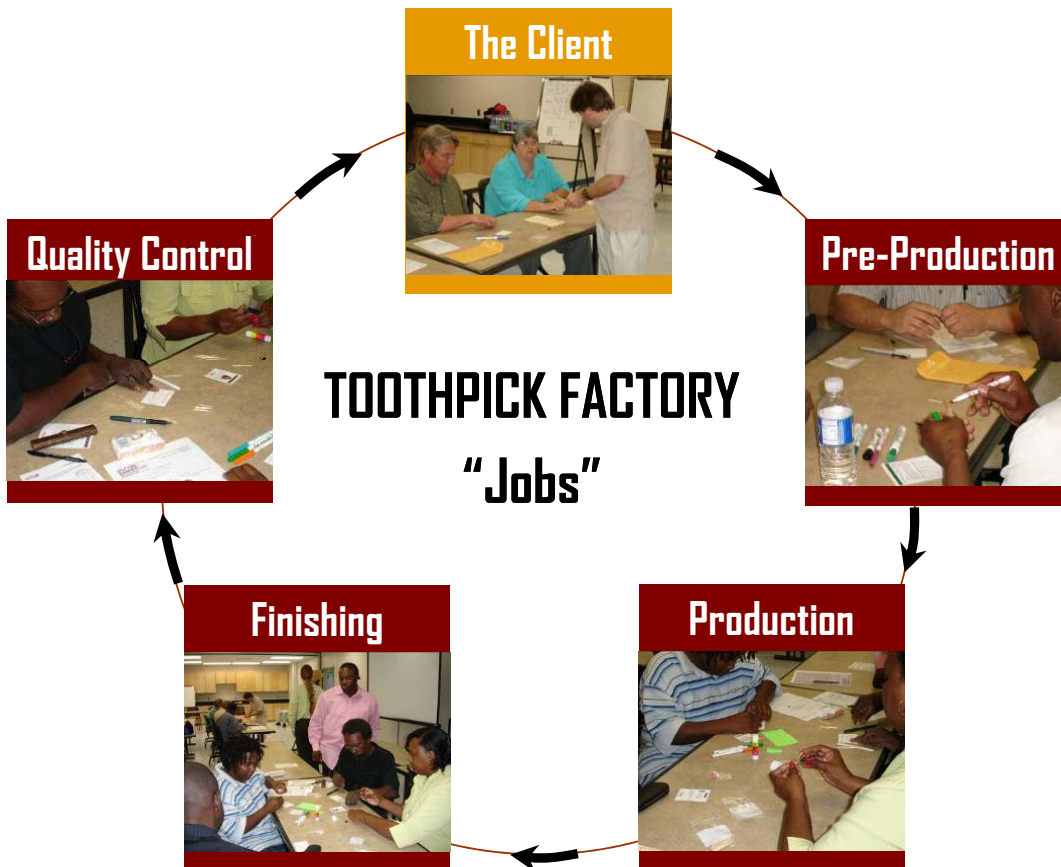
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Setting the stage



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The Simulation

- Overview of soft skills
- Establish teams
 - production teams and client teams
- Briefly review scenario /distribute team packets
 - Production teams will get orders for custom toothpicks
 - Produce orders
 - Submit to Client team for final quality check
 - Record /report data
 - Rework any rejects and resubmit to client
 - Pick up next order
- Play simulation for 20 minutes
- Fill out soft skills scorecard and facilitate soft skills discussion
- Review team production data
- Repeat with Market Response Cards - *time permitting*




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Simulation Tools


Client Card



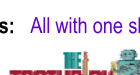
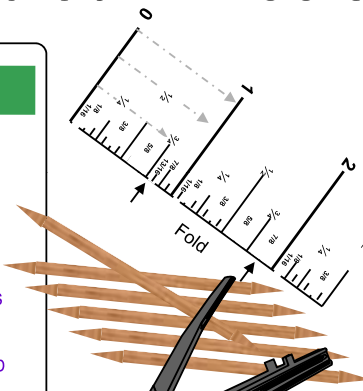
Order: 8 Custom toothpicks
Length: 1-5/8 inch long
Specs: All with one sharp tip



Client Card



Order: 8 Custom toothpicks
Length: 1.5 inches long
Specs: All with one sharp tip





Production Scorecard

TEAM NAME: _____

Instructions
Your Quality Control Representative will use this scorecard to track your team's production record. The goal of the game is to work effectively and produce the greatest number of orders with minimum rejects.

Order #	Accepted	Rejected	Wasted



Quality Control Representative

Your primary products, track toothpick, and product to the

Production Technician

Your primary job is to cut the pre-measured units to client specification.



Market Response

Adapt

The specifications for your order has changed. You need you to produce toothpicks 1 inch



Market Response

Innovation

Your client's company has entered a custom toothpick competition. They need you to design a custom toothpick, using your current order specifications, half your order.




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Soft Skills Scorecard

- Immediately after simulation
- Self reflection
- For individual's benefit
- Springboard for facilitated debriefing
- Review sheet for students/participants
- Resource for further assessment



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Soft Skills Scorecard

FLATE – www.fl.ate.org

Clusters	Actions	How often did you practice the actions today?		
		Not much	A little	A lot
Listening	Listen to and understand instructions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Listen to someone's request, comment, or question before responding.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Receive feedback in appropriate way.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Listen to the needs and ideas of others with respect.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working in Teams	Work with peers to establish goals, tasks, and processes.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Value everyone's input.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage cooperation between peers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Work collaboratively with others.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Work with peers to resolve conflicts.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Leading	Influence others to accomplish quality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Motivate others through positive affirmations.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Encourage collective agreements.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Provide praise and recognition.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Provide timely feedback to improve results.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Adapting	Express receptivity to input from peers.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Quickly accommodate to changing conditions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Change production and inspection methods to improve quality.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speaking	Ask adequate and timely questions.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Makes clear and specific requests.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Makes clear and specific promises or commitments.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Communicate with a clear voice.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Presents ideas calmly and clearly.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Add the points in each column				
Add all three columns.		TOTAL SCORE		



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Recording Efficiency

- Number of toothpicks completed
 - Completed means finished and passed quality inspection
- Number rejected and why
- Number of stock toothpicks used
- Percent productivity (# completed/# used)

Team Name	Order #	Completed	Rejected	Wasted	Used	% Complete
Team 1	1	8	3	2	10	80.00%
Team 1	2	8	4	3	11	72.73%
Team 1	3	8	5	4	12	66.67%
Total		24	12	9	33	72.73%

$$\frac{\text{TOTAL COMPLETED}}{\text{TOTAL USED}} = \frac{24}{33} = 72.73\%$$



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Toothpick Factory Impact

How and who we *impact*:

1. Standard Workshop
 - Delivered to over **115** students.
 - Audience = from educators to workforce personnel.
2. Train the Trainer Workshop
 - Presented to over **69** faculty.
 - Audience = Post secondary, secondary educators and industry.
 - Train attendees how to facilitate the workshop in their classroom/training center.



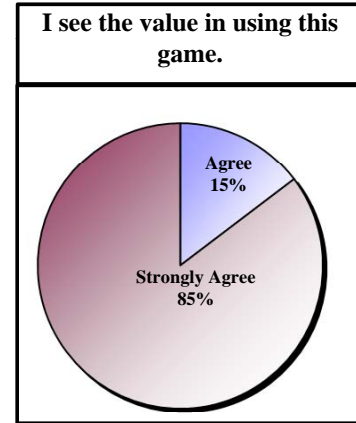
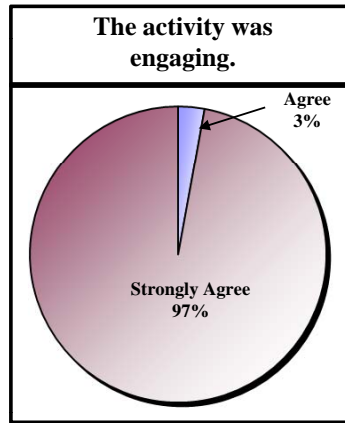
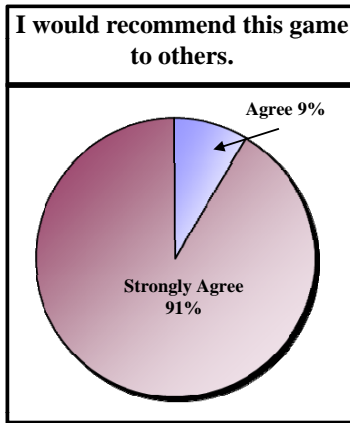
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Toothpick Factory Impact

And what they say...



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Kit Contents

- Participant Instructions
- Job Function Cards
- Production Record Card
- Soft skills Scorecard
- Nail clippers
- Nail files
- Toothpicks
- Measuring tools
- Client Response Cards
- Client Cards
- Market Response Cards
- Facilitator's Guide
- Soft Skills Presentation

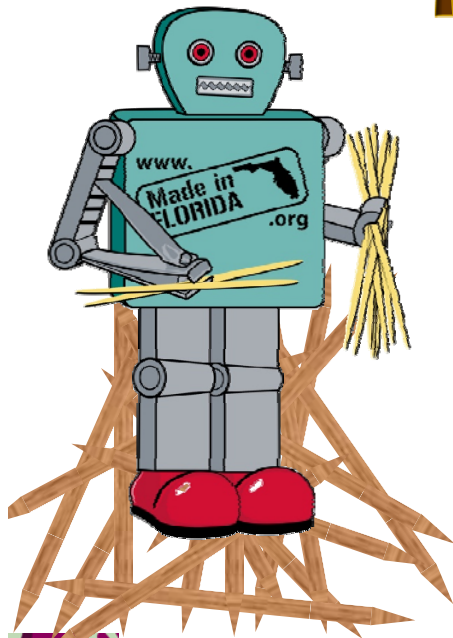


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THANK YOU



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