



EARTHE

Activity 2

Digital toolkit for innovative curriculum and methodological development

Module - Problem solving

Method – Decision simulation



Module 4 – Problem Solving

Method 4 – Decision Simulation

Soft skill focus

The method at hand aims at enhancing critical thinking, strategic decision-making, and collaborative problem-solving through immersive, scenario-based learning experiences.

Learning outcomes

By applying this method, participants will be able to:

- Break down complex situations into key issues and decision points.
- Identify and evaluate alternative solutions under realistic constraints.
- Apply logical reasoning and evidence-based thinking in decision-making.
- Collaborate effectively to reach a consensus in group settings.

Target group

Age – Adults (20+)

Gender – All genders

Level of studies – Variable (from vocational to postgraduate)

Status – Employed, unemployed, or in transition

Fewer opportunities – This approach could also include participants from disadvantaged backgrounds. It is particularly useful for adult educators—such as coaches, trainers, and facilitators—working in both formal and non-formal learning settings across partner institutions and their wider networks. By using this method, educators can more effectively design, deliver, and evaluate lifelong learning programmes that meet the needs of diverse adult learners.

Method description

Decision Simulations are interactive exercises where learners are placed in realistic, high-stakes scenarios that require them to make strategic choices. Working individually or in



teams, learners analyse information, debate options, and decide on a course of action, while considering time limits and incomplete data — just like in real life.

Implementation instructions

Timeline: 60–90 minutes

No. of participants: 8 to 20 (adaptable for smaller or larger groups)

Necessary materials: Scenario brief (digital or printed), decision matrix template, pens or digital collaboration tool, timer, feedback form.

Space: Classroom, meeting room, or virtual breakout rooms.

Implementation in 5 steps

Step 1 – Present the Scenario

Distribute the scenario that outlines a complex challenge (e.g., launching a new training programme with limited resources, resolving a community conflict, or responding to a sudden policy change). Provide only essential details, leaving some ambiguity to stimulate inquiry.

Step 2 – Clarify Objectives & Constraints

Ask participants to identify the key objectives and constraints from the brief. Constraints might include time, budget, team composition, or stakeholder interests. Encourage them to list any missing information they would seek in real life.

Step 3 – Develop Solution Options

In small groups, participants brainstorm possible courses of action. They use a decision matrix to weigh each option against agreed criteria (e.g., feasibility, impact, risk).

Step 4 – Make the Decision & Present It

Groups choose their preferred solution and prepare a short justification, highlighting how it addresses the problem and meets constraints. Presentations can be verbal or visual (e.g., on a flip chart or virtual board).

Step 5 – Debrief & Reflect

Facilitate a discussion comparing solutions, examining decision-making approaches, and exploring what could have been done differently. Provide constructive feedback and connect the exercise to real-world practice.



Practical tips

Tip 1 – Keep the scenario relevant to participants' professional or community context for higher engagement.

Tip 2 – Introduce unexpected “plot twists” mid-simulation (e.g., a new stakeholder enters, funding is cut) to simulate real-life dynamics.

Tip 3 – Use digital tools (e.g., Miro, MURAL, Google Jamboard) for online or blended delivery.

Debriefing questions

Question 1 – What factors most influenced your final decision?

Question 2 – How did group dynamics shape the outcome?

Question 3 – If you had more time or information, would your decision change? Why?

Practical description sheet

Title: Decision Simulation – Problem Solving

Purpose: To enhance critical thinking, strategic decision-making, and collaborative problem-solving through immersive, scenario-based learning experiences.

Duration: 60-90 minutes

Format: Group and individual work

Core Steps: Present the scenario → Clarify objectives → Develop solutions → Make and present decisions → Reflection

Materials: Scenario brief (digital or printed), decision matrix template, pens or digital collaboration tool, timer, feedback form.

Key Benefits: Enhanced critical thinking, collaborative problem solving and decision making