The Bafa-Bafa Cultural Simulation Game was developed by the Pentagon many years ago. The Pentagon still uses this simulation to train their officials and generals who are about to undertake a mission in a foreign country. There is an intensive cultural sensitivity training built around the simulation to prepare the people for the cultural differences and help them during the adaptation period.

In the Bafa – Bafa Simulation there are two different cultures present with totally different norms and points of views. As the members of each culture are sent for a visit to the other culture, they are confronted with these differences and are forced to live according to the rules of the other culture. This situation allows the delegates to feel what they are likely to feel when arriving to a different country and prepare them psychologically for the shock. Since the simulation is very serious and intense, only well-trained facilitators should be in charge of directing the group through the process and the debriefing part of the training is of vital importance.
THE FLOW

1. INTRODUCTION
The whole group is together with the three facilitators. Then one of the facilitators divides the group into two equal subgroups. One subgroup is the Alpha Culture, the other subgroup is the Beta Culture. The two cultures then go to different rooms with one facilitator. The third facilitator is to measure the time during the simulation and coordinate the tasks of both groups.

2. INTRODUCTION TO THE CULTURES
Both facilitators tell the group members that from now on they are going to simulate the life, norms and behaviours of a distant culture. They should forget about everything and enjoy the game from that moment on.

The Alpha Culture
General characteristics: harmony, love, happiness, social life, men have the power

H The oldest male is the leader of the society
H The leader can approach anyone, but no-one can approach the leader
H Everyone has a Post-It on their chest, which the leader has to sign. If your Post-It is not signed by the leader, you are not part of the society.
H Males can approach males and females as well.
H Females cannot approach anyone, they stand alone.
H But because everyone loves each other the males always go to the females and invite them to the game.
H If you pass by someone, you need to touch each other.
H The aim of the society is to play cards for fun and for the sake of being together, not for winning.
H Minimum two people are needed to play cards.
H When you meet, you hug each other with a great smile and loud greetings!
H Then you start talking about the health of the male relatives only! No word should be said about females.
H After that the group sits down and start playing cards.

The Card Game
H The game is played with the "Flower" and "Hand" cards.
H One male starts suffling the cards then puts them down face-down on the floor.
H Then all other participants suffle their cards, and place them face-down on the floor.
H The group leader flips up the first card.
H All other members flip up the first card.
H The name of the card game is: Match the Leader, so all those who have the same card as the leader are the winners, who have a different card are the losers.
H All losers need to give some "Happy Face" card to all winners as this is the trophy. If someone runs out of Happy Face cards, it is not a problem, another person can just give him/her some so they can continue the game.
H The group can play one round or more rounds of the card game.
H When the group finishes playing, they sign each others Post-Its as well as a memorandum of their play.
H The more signatures you have, the better since it symbolises that you are a social person.
If somebody makes a mistake in the society, who does not follow the rules, gets a number on his Post-It by one of the people.

If somebody makes a bigger mistake or already has a number on the Post-It and makes another smaller mistake, will be shown the “Plane Card” and is taken out of the society. Mistakes are not tolerated at all!

**The Beta Culture**

General characteristics: individual, equal, serious, monotone, they love winning

✓ Every person has a code name, which is formed by the first consonant of their first and last name and a vowel between them. For example:
  - **Tamas Tompa**: tata or, tete, or tti...
  - **Luis Gustavo**: lugu, or ligi, or laga...
  - **Luis Eduardo**: ludu, or lede, or lidi...

✓ Every color has a code name as well the same way:
  - **White**: wa, we, wi, wo, or wu
  - **Yellow**: ya, ye, yi, yo, or yu
  - **Blue**: ba, be, bi, bo, or bu
  - **Red**: ra, re, ri, ro or ru
  - **Green**: ga, ge, gi, go or gu
  - **Pink**: pa, pe, pi, po or pu
  - **Maroon**: ma, me, mi, mo or mu

✓ Everybody has ten cards of different colors in the hand. The goal is to gather all the cards from 1 to 7 of the same color. The number at the four corners of the card counts.

✓ If somebody has the whole series of a color, should go to the facilitator and give him the cards. The facilitator writes 10 points for the person on the board and gives him/her seven new cards.

✓ To gather the cards the people need to trade.

✓ Always two people can trade with each other.

✓ When two people meet, they touch their own nose with the right hand and touch the ear of the other person with their left hand.

✓ Then the first person asks for a card the following way; he says the code name of the color and repeats the code name of his name as many times as the number he wants. For example if Luis Gustavo wants a green five, he says: ga-lugu-lugu-lugu-lugu

✓ If the other person does not have that card, makes a punch sign with his hand. After that he can ask for a card the same way.

✓ If the person has the card he takes it out from the pack and asks for another card in return, the same way. The pairs can only change cards if both of them find a card to get.

✓ If they finished the whole transaction, both of them makes a “yes” sign with their hands and go away.

✓ At the end of the simulation there will be a winner with the most points on the table!

3. **LIVING THE LIFE OF YOUR CULTURE**

After explaining the rules and distributing the cards, the cultures have some time to live their life according to the rules. They should start playing and acting according to the rules of their culture. This is the time when they are practicing their role and this is the time when the facilitator should correct every mistake they make to make sure they know all the rules of their culture.

4. **THE MISSION.**

After the group feels comfortable in their culture and they practiced all the rules, the facilitator states the following mission:

*The guards of the society just reported that another group of people moved to the next valley. We do not know anything about the new society. Our task is to find out who they are, what they are doing*
and why. We are going to send observers to the other culture to find out the answers to these questions. We can expect visitors as well from the other society. Remember our goal is to find out all the rules and norms of the other culture."

After that the group is divided into 4 subgroups. These groups will be the groups of observers. All four subgroups will have the chance to visit the other culture, experience its life and report to the rest of the group.

The first subgroup will only observe the other culture, they will not talk or interact at all. The other three subgroups will be able to talk and interact with the members of the other culture.

5. **Visit of the Observers' Subgroup**

When the first group of observers in the Alpha and Beta Cultures are ready, the third facilitator, who is measuring the time, leads the Alpha observers to the Beta Culture, and the Beta observers to the Alpha culture. They are watching what is happening in the other culture, while the members of the culture behaves, talks, acts according to their own rule totally ignoring the visitors. The visitors have three minutes in the other society. When the three minutes are over, the timekeeper leads the observers back to their own culture.

The observers then have 5 minutes to report what they have observed in the other culture. After 5 minutes the second subgroup gets ready to visit the other culture. This group will actually start interacting with the foreigners!

6. **Visit of the Three Interacting Subgroups**

The timekeeper leads the Alpha subgroup to the Beta Culture and the Beta subgroup to the Alpha Culture.

**Instructions for the Facilitator of the Alpha Culture**
- As the Beta visitors arrive, they should get an empty Post-It on their chest.
- Each visitor should get some of all the four different cards of the Alpha Culture.
- No instruction should be given to the visitors at all.
- The facilitator should pay attention that if a visitor get a "Plane Card", the facilitator should lead him/her out of the culture immediately.
- As the visitors leave, the facilitator takes back all the cards and Post-Its. The visitors cannot take any card with them to their own culture!

**Instructions for the Facilitators of the Beta Culture**
- As the Alpha visitors arrive, they should get a pack of ten Beta Cards.
- No instruction should be given to the visitors at all.
- As the visitors leave, the facilitator takes back all the cards. The visitors cannot take any card with them to the other culture.

The group also has 3 minutes in the other culture to interact, after that they are led back to their own culture by the timekeeper where they have 5 minutes to report and try to solve the mystery of the other culture. The third and the forth subgroups go through the same flow.

7. **The Conclusion**

After all the four subgroups had their time in the other culture, the group has 20 minutes to summarize all the knowledge they have about the rules, norms and behaviours of the other culture. They should put the key points down on a flipchart.
DEBRIEFING

The most important part of the simulation is the debriefing, where finally everyone has the chance to express their emotions and discuss about their feelings and learning points. For the debriefing, the Alpha and Beta Cultures get together in a plenary and one facilitator is leading the process. The facilitator leads the session based on the following questions:

1. Alphas, tell me words that describes the behaviour of the Beta members!
2. Betas, tell me words that describes the behaviour of the Alpha members!
3. Alphas, how did you feel when you visited the Beta Culture?
4. Betas, how did you feel when you visited the Alpha Culture?
5. Alphas, how did the Beta members behave when they were visiting your culture?
6. Betas, how did the Alpha members behave when they were visiting your culture?

The facilitator writes the responses on flipcharts visible to everyone. The answers make the people realise how they are observed by foreign people, how they felt when they found themselves in the middle of a totally different culture and how easy it is to spoil foreigners in your culture because they act confused and do not know the rules.

7. During the simulation you were not able to ask each other about the rules of the culture. In real life what factors make it difficult to understand the norms of a culture?
8. Subgroups number four, did it help you some that you have already known information of the other culture when you visited them?
9. If you could have spent more time in the other culture, could you have found out more about the rules? How does that relate to real life experience?
10. Every beginning is difficult. Do you agree with this statement?
11. How can you prepare yourself before travelling to understand and adjust better to the new culture?
12. What should you do during your stay in a foreign country to make your experience more pleasurable?

The answers to these questions are all suggestions to delegates on how they can prepare and experience a great time in a foreign country and not break down because of the cultural differences. All delegates should be given a Learning Log to write down these points for themselves to remember.

13. Can an Alpha member summarize the rules of the Beta Culture?
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15. Can an Alpha member summarize the rules of the Alpha Culture?
16. Can a Beta member summarize the rules of the Beta Culture?

After all the mystery is revealed, the facilitator thanks the delegates for their participation and the group claps together as they wish each other a great time abroad!
<table>
<thead>
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<th>Time (min)</th>
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<tr>
<td>The groups go to their room with the facilitator</td>
<td>3’</td>
</tr>
<tr>
<td>The facilitator explains the rules of the culture</td>
<td>15’</td>
</tr>
<tr>
<td>The group practices the culture</td>
<td>15’</td>
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<td>The four subgroups of observers are established</td>
<td>2’</td>
</tr>
<tr>
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