



# The purpose of Simulations in Soft Skills Training

The purpose of all simulations in general, is to fill a **gap** that exists in a typical training. During training, we only focus on a specific case or discussion, but this does not reflect our whole reality. Our **everyday life**, has a **greater complexity** that affects the behavior of a leader.

This **gap between training and reality** can be filled by a simulation, giving us the opportunity to apply some tools as if we were in real life conditions.

Therefore, it trains us, to be more ready when the time of action comes.



# What is the difference between a simulation and a serious game?

Based on our experience, they are related concepts. They have small differences in approach and results.

**A simulation trains you in real conditions**, so that you can apply the tools you have chosen.

**A serious game tries to present to participants some dilemmas** so that they can make difficult choices. This process, along with getting feedback on how those choices went and what the participants ultimately learned, are elements we see in all gamified environments. So, all serious games have gaming elements that we can find even in children's games, but the term '**serious**' is added by the fact that I can see the effects of my choices and also

learn from them, an element that does not necessarily exist in a simple game.

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# Why simulations work?

**The best way of learning is by doing.** The more we do something, the better we get at it. The key is in practicing: the more we **practice**, the more we perfect our skills. But, the greatest risk involved in learning management & leadership skills is the chance of making a mistake. However, error is part of the day-to-day work of any learning process. So, how is it possible to **learn with minimum risk**? Through the use of Game Simulations.

The development of soft skills after a well designed training, requires them to be **put into practice**. With simulations, executives receive personalized feedback and

constant evaluation, ensuring that they learn. If we find an **appealing, inspiring** and **fun environment** and we eliminate the fear of failure then the learning results can be really high.

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# Benefits

## What are the benefits of simulations?

1. Participants are **immersed in the experience** because simulations provide visual, auditory, and spatial abilities. So, this experience is very **engaging** and captures the learner's attention.
2. Real life situations and environment enable **ownership and learner control**.
3. People have the chance to face and handle the messy complexity of daily life which helps practice **multitasking** and **enhance problem solving skills**.
4. Simulations offer **peer-learning/ collaboration opportunities**.

*Tell me and I forget.  
Teach me and I remember.  
**Engage me and I learn.***

*Chinese Proverb*



# mood EXPLOSION



## Dynargie approach

In 2014, Dynargie developed a Game Simulation, called **Mood Explosion**. This simulation was carefully created in order to represent the daily life of a Manager and its challenges and complexity.

During 2021, a second version was developed in order to meet the needs of today as far as it concerns both the content and the graphic design. Through this well designed Game Simulation, participants can see the impact of their management decisions in a safe

environment, they can apply their learning in the real world and consolidate key learnings & right options.

They can also develop resilience & readiness for the real world and finally learn & grow in a **fun & engaging way!**

**Learn more:** <https://dynargie.com/MoodExplosion/>



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