


**Table 5.1. Factors to Consider when Choosing Ways to Enact the Virtual Gaming Simulations**

<b>Factor</b>	<b>Individual Play</b>	<b>Facilitated Small Group Play</b>	<b>Facilitated Large Group Play</b>
Pedagogical approach	Learners play the virtual gaming simulation at their own pace and at a time and place convenient to them.	Groups of fewer than 10 learners play the virtual gaming simulation and debrief with a facilitator.	Groups of 10 or more learners play the virtual gaming simulation and debrief with a facilitator.
Time required	Up to one hour.	One to two hours.	One to two hours.
Debriefing	Debriefing needs to be arranged in terms of a self-debrief or large group debrief.	Can debrief throughout the experience and at the end.	Can debrief throughout the experience and at the end.  May debrief as a large group or break into smaller groups.
Advantages	<p>Flexible learning option.</p> <p>No facilitator required.</p> <p>Psychological safety is fairly easy to establish; no risk of embarrassment if wrong answer selected.</p> <p>Learners are motivated to improve their score.</p> <p>Provides learners with a clear picture of their own knowledge base.</p> <p>Can re-play as often as wanted.</p>	<p>Comfortable learning experience; learners are individually active and have group support.</p> <p>Relatively easy to facilitate.</p> <p>Psychological safety is fairly easy to establish; not overwhelmed by pressures of the large group.</p> <p>Generates rich discussion.</p> <p>Learners have technical and game play support.</p> <p>Learners approach sensitive topics with support of group.</p>	<p>Larger groups are less resource demanding than the small group format.</p> <p>Strong facilitation skills required.</p> <p>Learners are exposed to multiple perspectives.</p> <p>Opportunity to build team and conflict management skills.</p> <p>Generates rich discussion.</p> <p>Learners have technical and game play support.</p> <p>Learners approach sensitive topics with support of group.</p>
Disadvantages	<p>No group support for technology/ virtual gaming simulation issues.</p> <p>Learners experience sensitive topics alone.</p>	<p>Organizing and facilitating large numbers of groups makes this a fairly resource demanding option.</p> <p>Learners are less able to evaluate their own</p>	<p>Requires strong facilitation skills.</p> <p>Potentially more threatening to sense of psychological safety. May</p>



	Learner does not benefit from others' perspectives.	knowledge; may be influenced by peers.	be intimidating for quiet/shy learners.  Learners are less able to evaluate their own knowledge; may be influenced by peers.
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