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The Polyglot Games: A Model for a Mission Ready Classroom

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What did we learn?

Average Performance by ILR Level			
Skill	2	2+	3
Operational Skills	38%	45%	59%
Accent/Pronunciation	59%	65%	69%
Impromptu Presentation	61%	63%	75%
Consecutive Interpretation	44%	56%	75%
Cultural Advisor	61%	79%	83%
Site Exploitation	32%	36%	37%

THE
POLYGLOT
GAMES

Elements of the Polyglot Games

- Realism/Operational Relevance.
- Time Pressure.
- Specific Balance of Fun-Learning.
- Utilizing technology/resources available for training.
- Measurable output for evaluation.
- Effective De-brief.

Fun to Learning Balance

Highly enjoyable exercises. However, the amount of learning may not be worth the time investment
(One-dimensional Games)

Equal parts informative and enjoyable so as to cancel each other out.
(Every activity you've ever forgotten)

Sweet Spot!

Challenging and engaging, but participants don't realize they had fun until its over
(The Polyglot Games)

High content, but no fun at all!
(Online PowerPoint Training)

FUN
The degree of enjoyment a learner will get from the activity

LEARNING
The amount of knowledge/skill a person will develop
–or- the amount of effort required to learn

Polyglot Games Events

- Operational Skills Test
- Accent Evaluator
- On-the-Spot Report
- Red Phone Scenario
- Cultural Advisor
- Site Exploitation
- Culture Shock!

Operational Skills Test

- Designed by DLIFLC Curriculum Support Division.
- Exposes Competitors to an Operational Simulation.
- Given a Scenario with mission style audio and a series of tasks to complete:
  - Determine Facts
  - Translate and Analyze
  - Document Exploitation
  - Hand key & Fills
  - Final Report for Commander PIRs
- Competitors will Process reports from mission-style audio and materials.

Accent Evaluator

- Networked Pronunciation Feedback System (NetProF).
- Joint effort of DLIFLC-LTEA and MIT Lincoln Laboratory.
- 10 minutes, 100 words/phrases.
- Analyzes the accuracy of pronunciation compared to a native speaker.

On-the-Spot Report

- Simulates the pressure and demands of providing information to a commander or foreign national with no notice and very little time (60 seconds) to respond.
- Competitors will be asked a question and evaluated on the skill with which they respond in the foreign language as well as their general knowledge of the topic.

- Example Questions:
  - How has the high-rate of immigration created problems or social tension in France?
  - What is the impact of Huawei's alleged IP theft impact US-China trade talks?
  - Why did the Trump Admin cancel the Iran Nuclear Deal?
  - Why did the US not support the Russian annexation of Crimea in 2014?
  - How have past conflicts affected the Mexico-US relationship today?

Red Phone Scenario

- Situation: Donovian forces have attacked the country of Gorgas, a NATO ally. The U.S. has intervened and seeks to negotiate a cease fire so that a resolution can be reached.
- Our competitors have been summoned to act as the interpreter during the negotiations/discussions.
- Topics to be addressed:
  - Military positions along the border and the role of the United Nations.
  - Available Courses of Action in response to the threat.
  - Status of American hostages in Donovia.
  - Support to criminal and terrorist organizations.
  - Humanitarian aid to those impacted by the conflict.

Cultural Advisor

- Situation: You are supporting a command preparing to conduct a key leader engagement with a foreign diplomat.
- You must train your command on how to engage their foreign counterpart in a culturally authentic way in order to set the conditions for a productive discussion.
- You have 2 minutes.
- Measures Cultural Intelligence (CQ) by assessing: Drive, Knowledge, Strategy and Action

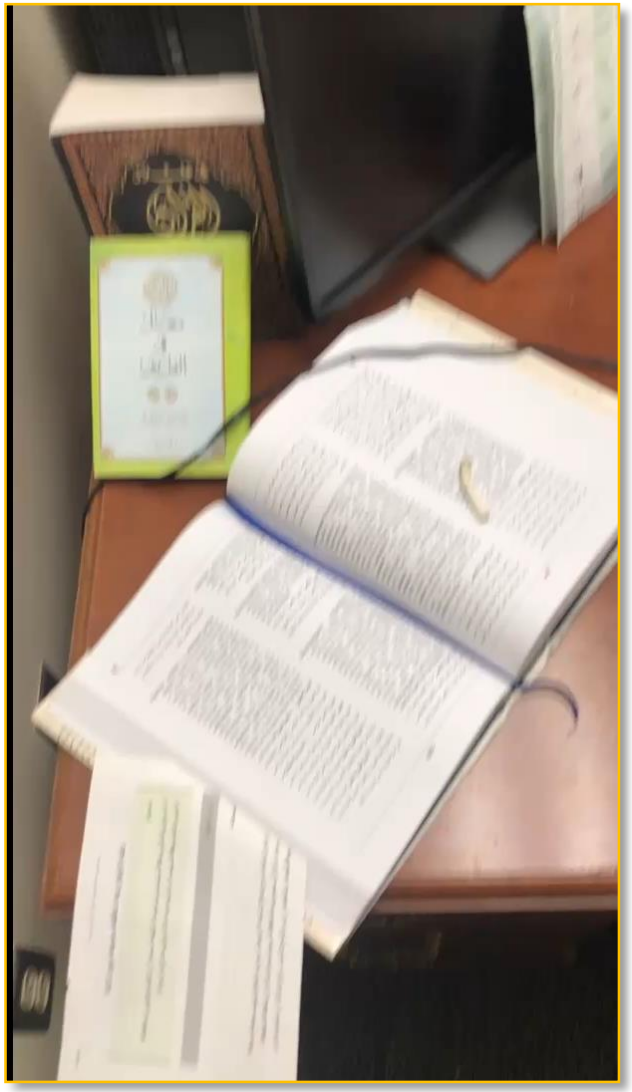
CULTURAL INTELLIGENCE CENTER

Cultural Advisor Grading

	KNOWLEDGE	STRATEGY
Individualism vs. Collectivism Arab - Collectivism	Emphasis on group goals and personal relationships	Use we instead of you/me/I
Power Distance Arab - High	Emphasis on differences in status; decisions made by superiors	Follow Chain of command carefully; do not question or challenge authority
Uncertainty Avoidance Arab - Moderate	Desires clarity and certainty but may not ask for it	Reiterate some ideas in natural and different ways to reinforce them.
Cooperative vs. Competitive Arab – Moderate	Relationships of trust are necessary for effective cooperation	Establish relationships/qualifications prior to focusing on getting work done.
Short vs. Long Term Arab – Short Term	Emphasis on immediate outcomes (Success now)	Achieve “quick wins”, focus on the present
Being vs. Doing Arab – Being	Emphasis on quality of life	Create opportunities for growth, affirm who the person “is”, mange relationships
Direct vs. Indirect Context Arab – High / Indirect	Emphasis on indirect communication (tone, context)	Discuss instructions and updates, speak indirectly, apologize for disruption of harmony
Universalism vs. Particularism Arab – Particularism	Unique standards based on relationships/situations	Use context and relationships to drive interactions and be flexible
Neutral vs. Affective Arab – Affective	Emphasis on expressive communication; sharing feelings openly	Open up to demonstrate warmth and trust, be more expressive than you might typically prefer
Monochronic vs. Polychronic Arab – Polychronic	Emphasis on multitasking; can combine work and personal lives	Find ways to be flexible on less important deadlines; communicate the relational impact for you if a deadline isn’t met.

Site Exploitation

- Situation: Your unit is pursuing a person of interest. They have located his last known location but need more information in order to effectively build pattern of life and close in.
- Our competitors have 15 minutes to help build a profile based on the contents of the room.
- A Language/Culture Escape Room

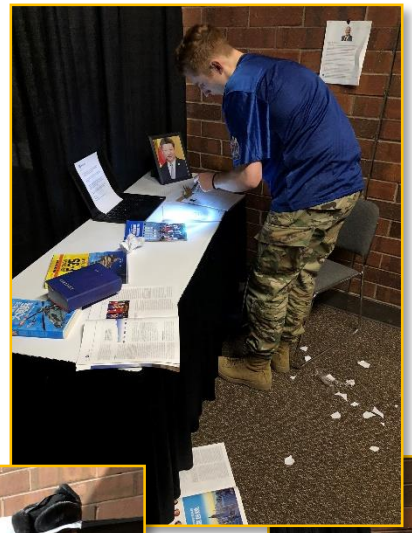
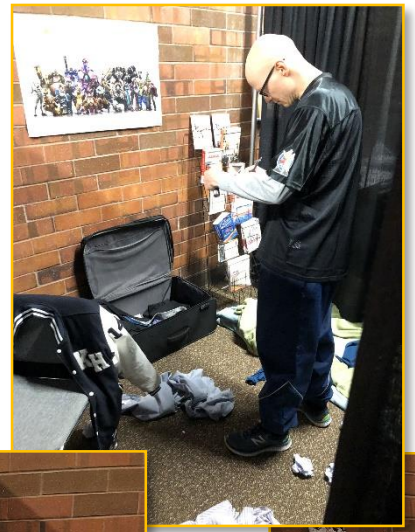


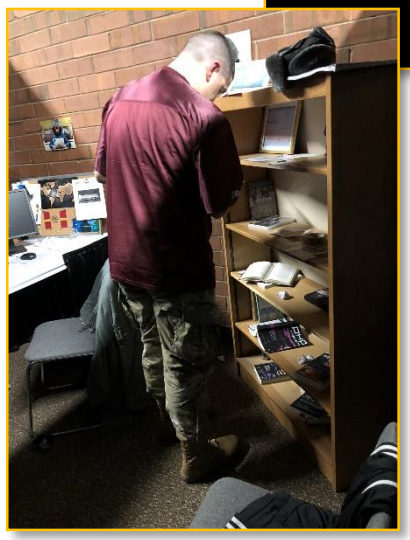
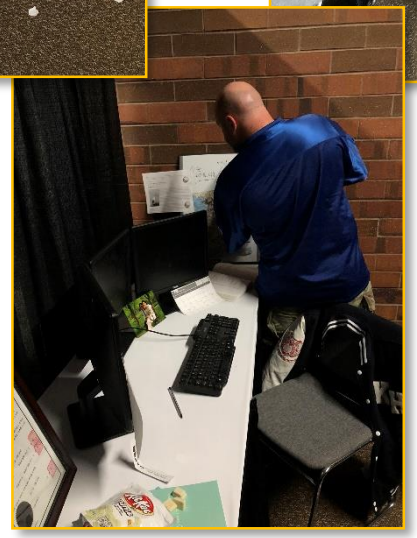
Site Exploitation

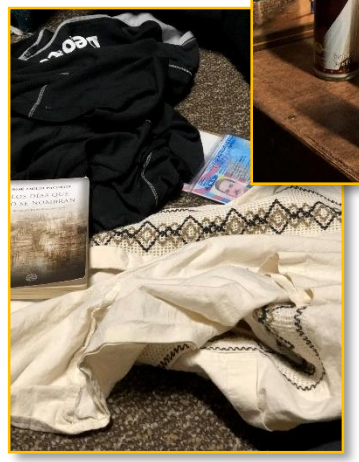
Grading Example

Criteria	Answers	Justifications
Suspect's Name:	❑ Alex Huerta Del Valle	Passport, Degree
Aliases:	❑ Frank Moss	US Fake Passport
Date of birth/Approx. Age:	❑ 18 August 1972 (47)	Passport
Nationality/Ethnicity:	❑ Mexican	Passport
Languages:	❑ Spanish, ❑ English	Correspondence with family Email Conference Brochure
Religion:	❑ Catholic ❑ Devotee of Our Lady of Holy Death	Candles Cross Holy Death Candle is most burnt
Occupation/Work history:	❑ Deloitte Accounting Agency	Sweater and Backpack Logos "Company" line on Brochure

Site Exploitation



Culture Shock!

- Language proficiency extends into the 5th modality of culture
- This includes knowledge of the history, traditions, and other factors that influence a civilizations cultural norms.
- A collective event to assess the team's abilities to share knowledge and provide accurate information to address the Operational Variables (PMESII-PT)
- 7 Languages, 5 Questions each.

YOUR TURN!

- The Commander of an Intelligence Multi-Functional Team has asked you to develop a training event to assess their Soldier's ability to utilize LREC knowledge and skills in support of their contingency operations.
- You have 10 minutes to develop and present an initial proposal.
- GO!

Creating a GRAND Simulation

1. **PICK ONE OR MORE LREC SKILLS**
   - Language Skills
   - Regional Expertise
   - Cross-Cultural Competency
2. **SELECT ONE OR MORE ILR MODALITIES TO ASSESS**
   - Listening Reading
   - Speaking Writing
   - Translation Interpretation
   - Intercultural Communication
3. **DESIGN A SITUATION FOR CONTEXT.**
   - Mission-specific (SIGINT, HUMINT, OSINT, etc.)
   - Scenario-based (Regionally aligned or situational)
   - Identify applicable Operational/Institutional skill
4. **SET A TIME LIMIT FOR COMPLETION.**

Other Questions to Consider

- *What resources are available to facilitate this?*
- *What resources will I need to create?*
- *Can this be duplicated?*
- *Where is this on the Learning-Fun Scale?*
- *What is the evaluation criteria?*

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Questions?

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