

What are the ground rules for a discussion?

No put-downs, no one is forced to talk, only one speaker at a time.

What does the leader do?

Prepare “starter” topics and questions ahead of time.

Be flexible—if the discussion goes off track, ask another question to refocus

Be positive and supportive—thank team members for their contributions

Don't rush the discussion, don't be afraid of silence.

Be prepared to play the devil's advocate if there is a lack of diversity in the team's ideas.

What about questions?

Start with questions that are non-threatening and not too personal

Ask for opinions rather than facts

Ask for comments from team members who have not yet participated.

What questions should we avoid?

Questions with right or wrong answers

Yes or no questions

Long or wordy questions

Either/or questions that force a choice.

Questions that are too vague or general

What questions work?

“Give us an example of. . .”

“What did you mean when you said. . .”

“What makes you believe that. . .”

“Please explain more. . .”

“Please tell us more about. . .”

“What else can you add. . .”

“Jeff, what do you think about Jane's answer?”

Team building resources on the web:

<http://wilderdom.com/games/InitiativeGames.html>

<http://www.businessfundamentals.com/TeamBuilding.htm>

<http://www.businessballs.com/games.htm>

Some Good Books

Activities That Teach, But Tom Jackson—Red Rock Publishing

Silver Bullets: A guide to Initiative Problems, Adventure Games, and Trust Activities, by Karl E. Rohnke

TEAM BUILDING ACTIVITIES

CADA LEADERSHIP



Interest Session Presented by

Verne Johnson
vjohnson@bhuhd.k12.ca.us

What are Team Building Activities?

An activity or project, usually involving physical movement, logic, problem solving, and cooperation, designed to get team members thinking, talking, and sharing their ideas. The best team builders will directly relate to the work of the organization.

Why should I use Team Building Activities?

Motivation: Team members learn because the learning is fun!

Everyone participates—no one is left out of the learning and the experience.

Team members learn to share—communication and teamwork grow as team members bond.

Different ideas and processes can be tried in a “low-risk” environment—no idea or solution is too “out of the box.”

Mistakes can be corrected: No failure is permanent—team members “re-group” and start over.

The outcome isn’t that important—it’s the process and the learning that counts.

BEST SOURCE:

<http://www.wilderdom.com/games/>

When do I use team building activities?

Team building activities come after icebreakers and before the “real-work” of the group.

How do I use Team Building Activities?

Ensure a safe activity area

Look for dangers present in your location. Remove dangerous objects and obstacles.

Establish rules for communication and interaction.

No put-downs, sarcasm, or name calling.

Have a “stop” command that everyone knows.

A key word, a horn, bell, any type of signal that everyone can hear or see and will freeze when it is used.

Use directions that are clear and concise.

Get team members into the activity as soon as possible.

Form appropriate groups first, then give directions.

When appropriate, demonstrate what you want the group members to do.

BE ENTHUSIASTIC AND SUPPORTIVE!

What next?

DISCUSS, SHARE AND GROW TOGETHER!

Large Group:

Leader asks questions and calls on team member volunteers for responses.

Small Groups:

Leader divides team into groups of 5-7.

Leader presents discussion topics and times group discussion—this is followed by another question as a follow up or possibly a large group discussion.

Partners:

Team members discuss with a randomly selected partner and then prepare to share with the whole group.

Written Responses:

Students write responses to discussion topics and then volunteer to share with the group. This allows time for students to collect their thoughts and reflect privately.

Others:

Agree/disagree continuum
Thumbs up/thumbs down