

Who's On Your Team?



Overview:

A simple, team sharing, trust and bonding exercise which is fun to play. Participants share their greatest wins, learning experiences, role models, hidden talents and dream projects with a partner. The partner then relates them to the team.

Sequencing:

Any time it is necessary to get participants into action or to encourage them to get to know each other better. A good team bonding and active listening exercise. A game that can always be carried in the “kit bag”.

Potential:

This game has the potential to:

- get participants into action
- challenge assumptions about others
- show the importance of listening
- broaden thinking about team members
- demonstrate some coaching principles
- show importance of a safe environment
- encourage team sharing and bonding
- display trust in action
- help empower individuals and the team
- improve teamwork

Participants:

From 4 upwards - no maximum

Timing:

Time to play: 20 - 30 minutes
Time to debrief: 5 - 10 minutes

Ratings:



Teamwork



Fun



Mental Models



Listening



Minutes



Indoors



Outdoors



Comments:

“It is such a great, team sharing and bonding exercise with an additional active listening message for everyone, that I always carry it in my presenter’s kit. A great game for any team that wants to work more closely together.”

John Radclyffe, Trainer

Logistics:

Essential:	Optional:
Materials: Optional “Who’s On Your Team” Mind-map and Debrief Sheet per participant.	Music: Meditation music only
Props: Flipchart stand, pens and paper. Chair per participant.	Assistants: None
Set-up: Photocopy the “Who’s On Your Team” Mind-map (page 6) and Debrief Sheet if required. Draw a copy of the “Who’s On Your Team Sheet” mind-map diagram on the flipchart. Set up chairs in pairs (or get participants to do this during the exercise). Decide on the final team size (see script page 4) Hand out “Who’s On Your Team Sheets”.	

Script:

Introduction:

Hand out the “Who’s On Your Team” mind-map

The name of this game is “Who’s On Your Team?” it is a teamwork exercise.

You are about to share some information about you with others on your team.

On your “Who’s On Your Team?” mind-map you will find a copy of the diagram shown on the flipchart.



When I say “Go”, I want you to write down on the mind-map the following things about yourself:

- Your greatest achievement - something you're really proud of
- Your greatest mistake - something you have really learned from
- Your hero or role model - someone who has made a difference to you
- Your hidden talent - a talent you do not show in your team environment
- Your dream project - what is it that you would really like to do if you had the opportunity

You have 5 minutes to fill out the mind-map and recall the events and dreams.
Go!

If participants are having trouble with any of the 5 points

Please do not spend too much time weighing up alternatives. Use the first thing that comes into your mind. The important thing is to get one thing on paper for each of these headings.

After five minutes call stop

Stop! Wherever you're at please stop.

Everybody take a chair and find a partner.

Move your chair so that you are sitting knee to knee facing your partner.

Main Activity:

Make sure that everyone has a partner. If there is an odd number of participants you may form one group of 3, use an assistant or participate yourself

Pick a person A and a person B. Let me see the A's please hold up your hands.

Okay, B's you go first. You have 2 minutes to tell your partner what you have written for all 5 headings starting with your greatest achievement.

A's, your job is to give your partner your full attention -- no interrupting. Go!

After 2 minutes:

Stop! Wherever you're at please stop.

A's: it's your turn, starting with your greatest achievement.

B's, give your partner your full attention. Go!



After 2 minutes:

Stop! Wherever you're at please stop. Thank your partners.

Prepare to get participants together in teams. Some flexibility will be needed to get the numbers right. Teams can be 4, 6, 8 or the whole group (6 is ideal but 4 is better than 8)

There's one more stage to this exercise.

You have 10 seconds to find 2 other pairs to form a group of 6. Go!

(Another pair to form a group of 4 / 3 more pairs to form a group of 8)

Could you now arrange your chairs in a circle.

We need a volunteer in each group to go first.

Okay, could our volunteers stand up.

Now go and stand behind your partner's chair.

You will not need your mind-maps please turn them over so no one can see.

I'll now demonstrate what I want you to do.

Put your hands on your partner's shoulders.

Then tell the rest of the group what your partner told you about themselves, starting with their greatest achievement.

If you can't remember a point, carry on through the list. When you have finished, your partner may prompt you on anything you have missed.

Now listen carefully: you start by saying "My name is ...", stating your partner's name, and continue to speak in the first person, as if you were them.

When you have finished, take your seat.

Your partner will now stand up and talk for you.

Continue round your circle, until everyone has been spoken for.

Please give your full attention to the seated person, the one who is being spoken for.

Ready, begin.



After everyone has completed the exercise

Okay, thank you!

Please remain in your circles.

Thank your team for their participation and support.

Debrief:

Optional debrief of the exercise

Please complete your debrief sheets headed “Who’s On Your Team?”

Debriefing:

Debriefing of this exercise is optional (Please note: possible responses are in parentheses)

- Get participants to record their individual experiences on the Debrief Sheets. Talk them through the questions on the sheet.
- Ask participants to discuss on their teams.
 - *What did it feel like to have someone else talk for you?*
 - *What did you learn about others on your team?*
 - *How has this exercise changed things in relation to your team dynamics?*
 - *What have you learned that can help you in the workplace?*
- Optionally debrief all participants as a group:
 - *What did it feel like to have someone else talk for you?* (Empowering. Strange. Somehow gave things more substance.)
 - *What did you learn about others on your team?* (More talented. More dimensions. More real or fallible. Surprising dreams or aspirations.)
 - *How has this exercise changed things in relation to your team dynamics?* (Greater understanding. More trust. More empathy.)
 - *What have you learned that can help you in the workplace?* (Draw out and flipchart to include: That sharing information builds trust. Actively listen. Empower others. Learn from mistakes. Celebrate wins. Use role models etc.)

Source:

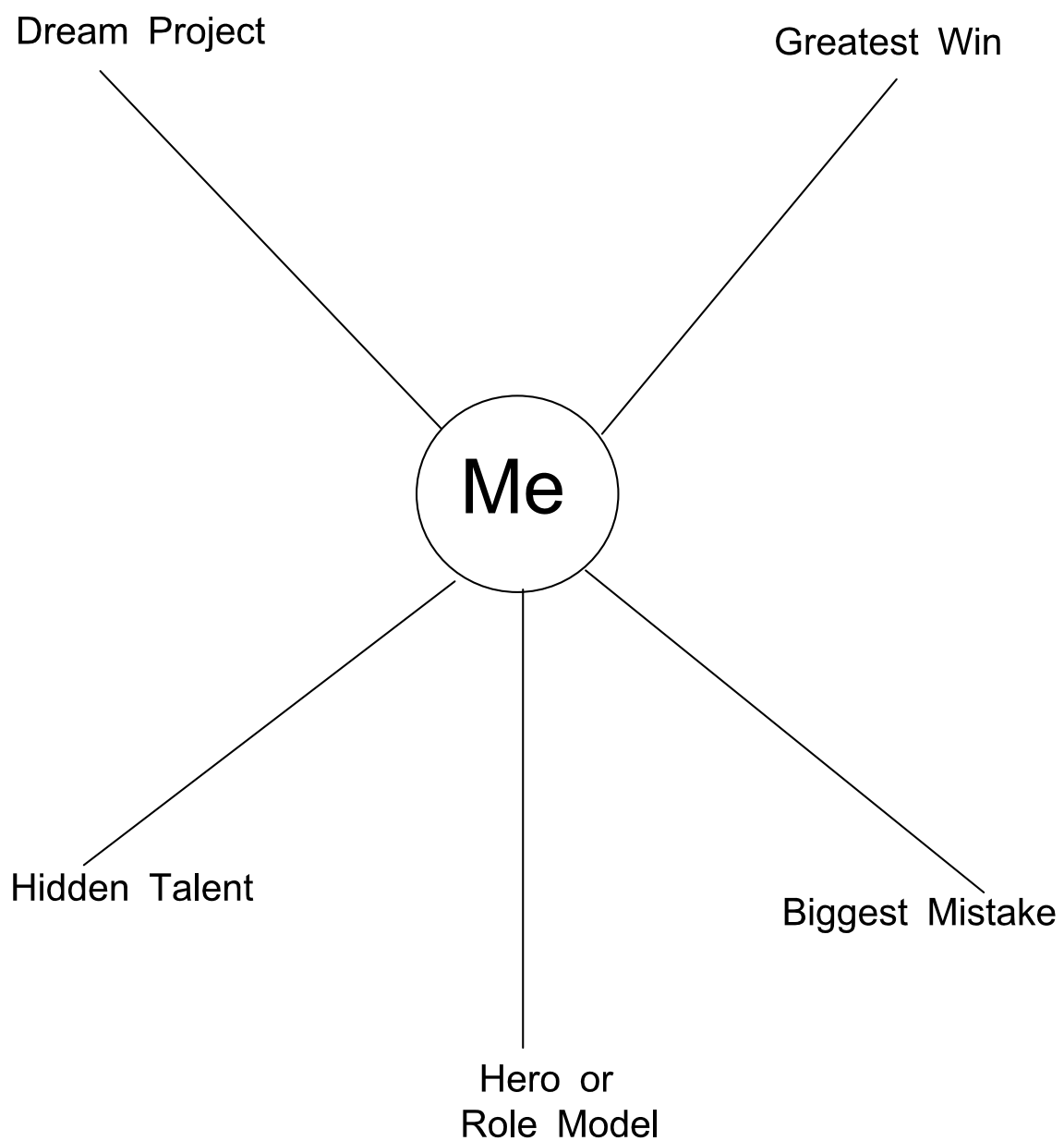
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Trainers Note:

Please feedback new variations, solutions, outcomes and debriefing points for WorldGAMES to update and circulate.



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Debrief Sheet

- 1. What did it feel like to have someone else talk for you?**
- 2. What did you learn about others on your team?**
- 3. How has this exercise changed things in relation to your team dynamics?**
- 4. How did it feel to play the game?**
- 5. What have you learned that can help you in the workplace?**