

ACTIVITY | Team Building/Team Unifying



GOAL | To apply competencies in fostering team cohesion and motivation.



RELEVANT FOR

- Executive
- Middle Manager
- Supervisor
- Caseworker



DESCRIPTION | Conduct team-building activities at a team meeting to facilitate communication and problem solving.

Determine the goals for the team-building activities. Seek out potential activities from a variety of resources, including the internet, books, and colleagues. Conduct the activity(ies) and assess their effectiveness.

Find some examples here:

<https://wheniwork.com/blog/team-building-games>

<https://museumhack.com/virtual-team-building-for-remote-teams/>

Truth And Lie

Give each team member four identical slips of paper. Instruct them to write down three truths and one lie. The lie should be believable to some extent (i.e., not “I’ve been to Mars”), and the tenor of the truths and lie should not be offensive or crude. Go around the group, one at a time, and have each person read the truths and lie in random order. When they are finished, the team should discuss which they think are the truths and which are the lies.

Purpose: This exercise fits into the “get to know each other” category. Extroverts have no difficulty in making themselves known, but introverts often remain an enigma and prefer to stay silent. This exercise gives them equal footing to reveal facts about themselves as well as expose the assumptions others have made. Participants learn about others and also learn about themselves through the lies they thought were true.

Show And Tell

It’s unfortunate that show and tell is something that ends when you’re young. Whether your interest is in the code you’re writing or ham radio, there are things each person would like to share about themselves with the group. Set aside a regular day for “show and tell” and give the next team member on the list the opportunity to bring something in and/or present on a topic. If you do this over lunch, be sure to cater food and make it a fun time. Require team members to be present. Have a question and answer session afterwards.

Purpose: Most people are eager to let others know interesting things about themselves, but not all team members are able to make that happen. Most teams are lopsided, with some members dominating discussion. Using regular “show and tell” sessions gives all team members a chance at center stage while also becoming familiar with giving a presentation and fielding questions.

Pancakes vs Waffles

Pancakes vs Waffles is a game where you make decisions collectively as a team. The name is indicative of the “either/or” choice you make.

For round one, your team has to decide whether the world is going to keep pancakes or waffles, and the other is going to be obliterated from existence. Anyone can advocate for a favorite choice, and ultimately you must have a vote of majority to make the decision.

After one option is eliminated, you add a new competitor. For example, the game may become Waffles vs Pumpkins, and then Waffles vs Puppies, and then Puppies vs Kittens, and then Kittens vs Romantic Relationships, and so on.

Typically the longer you play, the more intense the conversation gets, and the more team members will share their values. The game mechanics are helpful for virtual team building because the initial conversation of Pancakes vs Waffles is low stakes, and it only gradually becomes more personal as you get to later stages.



MORE INFO

[Creating a Supportive Culture](#)