

# Team Building

## Leadership One-Sheet

Successful team building is imperative in developing an effective organization. By improving the way team members interact, you improve their ability to solve problems and rely on strengths of others. Better problem-solving means increased efficiency, improved morale, retention, and productivity. Taking time for exercises like those described below will be great benefit to you and your endeavors during the year.

Self disclosure/relationship building is appropriate for groups where members will be together for long periods of time. It helps break down the barriers and allows members to get to know one another on a more intimate level.

- **Intimate Interviews:** Members pair off and interview on another for five minutes each. One of the partners introduces the other to the group speaking in the person as if he or she was the person being introduced.
- **Possible topics or questions include:** The most significant event in your life, how you react when upset, your primary goal for the year, or where you would like to be in five years.

**Brainstorming** Members are asked to contribute ideas regarding a specific issue or theme of the group. Ideas are recorded without judgments. See One-Sheet on this “Brainstorming” for more information.

**Group Goal-Setting** Members participate in reviewing and setting the groups goals and objectives. People are more committed to a course of action they helped to choose. See One-Sheet on “Goal-Setting” for more information.

**Trust Exercises** Require participants to trust one another in order to complete the activity. They are appropriate in most any group, but they usually require touching, so group members should all be comfortable with physical contact.

**Trust Walks** Members take turns being blindfolded and led by another on a short walk.

**Trust Falls** Members stand on a raised platform or chair and fall backwards into the arms of the other members.

**Physical Exercises** Help eliminate tension and distance between people and make them more relaxed and comfortable with each other. These are appropriate in most groups but beware of individuals reactions to touching/being touched or physical disabilities.

**Human Knot** Members stand in a circle and extend their right hands into the middle and clasp the hand of another. Repeat using the left hand. Untangle the knot without unclasp hands.

**Cooperation Exercises** Help people learn to work together. These exercises can give an indication about the roles members will play in group situations (thinker, leader, organizer, dominator, follower, etc.) These are appropriate in any group, particularly if tasks demand teamwork.

**Perfect Square** Squares of construction paper of different colors are cut into odd shapes. Members each take a piece and then work with others who have the same color to form a perfect square. This exercise is often done in silence without talking permitted.

**Other** Parties, potluck, meals and retreats help break the monotony of regular meetings and provide an opportunity for members to get back in touch with each other on a social basis. These are appropriate anytime in a group and are particularly helpful when motivation is lacking, morale is low, or members are drifting apart.