

12 Simple *Do-it-Yourself* Team Building Games and Icebreakers



David Greenberg
Award-Winning Speaker & Trainer

12 Simple Do-it-Yourself Team Building Games and Icebreakers

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12 Simple Do-it-Yourself Team Building Games and Icebreakers

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*Take away my people, but leave my factories,
and soon grass will grow on the factory floors.
Take away my factories, but leave my people
and soon we will have a new and better factory.*
- Andrew Carnegie

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12 Simple Do-it-Yourself Team Building Games and Icebreakers

How and Why to Use Team Building Games

As a professional speaker and trainer for nearly twenty years, I've conducted team building games for hundreds of organizations. The activities in this book are some of my favorites because they are fun and relatively simple to conduct, and can evoke great conversations on how to work together and enjoy the fruits that come from a well-functioning team. Depending on your timeframe and objectives, you may wish to combine two or more of the activities. Be careful not to underestimate the power of these games because of their simplicity -- these are field-tested proven winners that have produced outstanding results for hundreds of teams and can do the same for you. As the facilitator, here are some guidelines you should follow to ensure a successful outcome:

1. Make It Safe

The idea of participating in a game can sound like great fun to some while sounding terrorizing to others. To some, playing a game reminds them of high school gym class, where they may have been picked last for the team. As an adult, they don't want to relive those painful memories in front of their colleagues. The games in this book are designed to be safe and easy for virtually anyone to participate. As the game facilitator, you need to ensure that the atmosphere remains supportive to ensure that no one is hurt physically or emotionally.

2. Make It Clear and Relevant

If people are to participate fully in the activity, your instructions must be clear and easily understood. Otherwise, people will sit there looking at you like a deer caught in the headlights. I have provided suggestions for what to say and questions to ask in each game. Rehearse the game out loud on your own as much as possible before doing it with your team. Change the suggested script and questions to reflect your style and your team's needs.

3. Value All Feedback

Most of the games are designed for the participants to provide feedback about the experience. To help ensure a beneficial conversation, value all the feedback and thank each person for his or her contribution (even if the contribution is one with which you don't agree). You may wish to use a flipchart or board to capture your team's ideas and discuss them in detail as appropriate.

4. Get Everyone's Feedback

One technique to help facilitate a good discussion is to toss a ball to someone in the group and say, "If you've got the ball, share an idea and then toss the ball to someone else. We'll give our undivided attention to whoever has the ball." This simple technique works wonders for drawing out people who might otherwise remain silent. I use a "koosh" ball for this process (a ball made from colorful elastic strings, usually available at toy stores).

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A “Kiss” of Appreciation

Objectives	This short activity helps strengthen the team by having members show their appreciation for each other’s contributions while reinforcing how important each person is to the team’s success.
Preparation	Fill a large bowl with several Hershey Kisses® and place on a table.
Procedure	Hold up the bowl of Hershey Kisses®.
Say	In a moment, I’d like each of you to come to the front of the room and help yourself to three Hershey Kisses®. One will be for you to enjoy, and the other two are for you to give to people who made a difference in your life -- people on the team who you especially enjoy working with, want to get the opportunity to work with, wish to thank, and so on. Now, everyone please get your Kisses and distribute them as you desire. (Everyone heads for the bowl at the same time.)
Discussion Questions	How did it feel to receive a Kiss? How did it feel to give a Kiss? Were there any surprises? What can we do as a team to ensure that we recognize and show our appreciation for each other’s contributions? What can you do personally to ensure that you recognize and show your appreciation for each other’s contributions?
Materials Required	An ample amount of Hershey Kisses® (at least three per person), large bowl
Comments	My friend and fellow trainer Doug Smart told me about this activity and said that when he first saw it conducted for an Accounting department, the room of eighty-five people exploded. Lots of noise, smiles, hugs, and even a few tears. Some people took lots more than three Kisses because they had lots of people to thank. I was a bit skeptical, but I concluded one of my programs with this activity and had the same incredible experience.
Group Size	4 – 100
Approximate Time	5 – 15 minutes, depending on group size

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What Should We Do About the Neighbors?

Objectives	This high-energy game helps teams reduce conflicts, be aware of “group-thinking”, listen while disagreeing, increase appreciation for each others' views, and create more “win-win” solutions.
Procedure	Read the scenario on the next page to the group and ask participants to sit together based on the option they select—all the people who choose Option A sit in one area or at one table, all those who choose Option B sit in another area, and so on. After groups are formed based on the options selected, use the suggested script below.
Say	<p>It appears that we have different opinions. Working with your group, take four minutes to prepare a presentation that will persuade people from the other groups to reconsider their choices and join your group. One person from your group will act as spokesperson and have one minute to make the presentation. Your four minutes starts now.</p> <p>(Announce when four minutes has elapsed.) Let’s start with Group A. Your spokesperson has one minute to convince the others to reconsider their choices and move to your group. (Repeat this process for each group and check if anyone wishes to change groups – it’s unlikely that anyone will move).</p> <p>Let’s open up the discussion to the whole room – whoever wants to talk, just do so. The floor is open. (Monitor the discussion, and after about five to seven minutes, announce that time is up.)</p>
Discussion Questions	How successful were you at convincing others to change their minds? How did you demonstrate empathy with the feelings of the other groups—show them that you appreciated their choices even if you didn’t agree? How much time did you spend trying to convince others that you were right compared to understanding their views? Is it difficult for people to leave a group even if they change their opinion? What’s the danger in that? How does this relate to our workplace? How can we work together to ensure that we really listen to others’ opinions and demonstrate empathy? How can we avoid “group think” where people tend to think alike in order to not upset the group? How will this help the team?
Group Size	6 – 60
Comments	Follow-up this activity by discussing real issues from the workplace.
Approximate Time	35 – 45 minutes, depending on discussion time

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Scenario for What Should We Do About the Neighbors?

Please listen carefully to the following scenario: Sandi and Richard Silverstein and their two children moved into their dream house two years ago. Sandi and Richard became fast friends with their neighbors David and Michelle Landau, and the couples' children play together daily. There's nothing the Landaus wouldn't do for the Silversteins and nobody could hope for better neighbors. In fact, David has helped Richard on many occasions with his home improvements and never expected or accepted anything in return.

The only problem is that several branches from a tree on the Landau's property hang over the Silverstein's driveway. On three separate occasions, branches have broken and crashed onto Sandi's new car. The first two times the damage was minor—just a small ding in the hood. Even though the Landaus knew of the damage, they didn't seem to care. During the last storm, a large branch fell onto Sandi's car and caused nearly \$1000 in damage. When Sandi showed the damage to Michelle, Michelle simply said, "Wow. That's too bad."

What would you do? You must pick one and only one of the following options and you cannot create your own option. After I read all four options, you'll have 15 seconds to write down your selection.

Option A. The Silversteins should ask the Landaus to pay for the damage and trimming the tree.

Option B. The Silversteins should ask the Landaus to split the cost for repairing the damage and trimming the tree.

Option C. The Silversteins should drop a branch onto the Landau's car. Revenge is the best solution.

Option D. Say nothing and don't trim the tree. Park the car in a different location. Any other solution will have a negative impact on the friendship.

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Who Will Cross the Line First?

Objectives	This short on-your-feet activity helps team members realize that they'll be more successful working together toward the same objectives rather than standing apart letting their egos get in the way.
Preparation	Place masking tape on the floor to divide the room in half
Say	Everyone please stand on one side of the line, opposite another person. (Allow for participants to take their places.) You have 15 seconds to convince the person opposite you, without force, to cross the line. Begin. (Announce that time is up after about 15 seconds.)
Discussion Questions	How many of you got the other person to cross the line? How did you do it? What did you try that didn't work? How many of you offered to cross the line if the other person crosses—if you cross, so will I? That way who wins? (Both people). How do you feel about the following statement: "Together we'll be considerably more successful reaching for the same objectives rather than standing apart concerned about who will be first." How does this apply to our workplace and team? How does our ego sometimes get in the way of our success? How can we work together to ensure greater collaboration? What can you do personally to increase the collaboration on our team? How will this help our team?
Materials Required	Masking tape
Group Size	Any size
Comments	This is a very simple activity, but don't let that fool you – it can stimulate a great discussion about what it takes to get the most collaboration from team members.
Approximate Time	5 – 10 minutes, depending on discussion time

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A Vision is Worth A Thousand Words

Objectives	This fun activity helps team members release their creative juices while developing a clear collective vision for becoming a stellar team.
Preparation	Gather several magazines you don't want back. Even better, ask each person to bring two or three old magazines with them to the meeting.
Preparation	Form teams and give each group a sheet of flipchart paper, a bunch of magazines, scissors, markers, and glue sticks.
Say	It's generally believed that we gravitate toward what we think about most and what we visualize. Let's spend some time creating a vision of what we want our team and workplace to look like in order to function at peak performance. With your team members, please cut images and words from the magazines to create the vision you have for our team. Glue them to the flipchart paper, and in about 15 minutes I'll ask you to sign your masterpieces and hold them up for everyone to see.
Discussion Questions	How did you first feel when I said we'd be working with scissors and glue? How did you feel as we got into the activity? How does that relate to trying other "unusual" things? How much does your collage differ from our current reality? How can we work together to achieve your vision? What can you do personally to achieve this vision? What are the first specific action steps? How can we ensure that we stay on-track? How can we monitor and reward our progress?
Materials Required	Several magazines (about two – three per person), scissors, glue sticks, flip chart paper, markers
Group Size	Teams of 4 – 6, up to about 50 people
Comments	The first time I conducted this activity was with a group of "very serious" businesspeople. I was hesitant because I thought they might think it was too silly. To my surprise, they loved it! After a half-hour of cutting and gluing, I could hardly stop them. You may wish to hang the collages on the walls of a prominent area for the team to see on a regular basis and monitor the progress toward reaching the visions.
Approximate Time	20 – 45 minutes, depending on the number of teams and discussion time

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People BINGO

Objectives	This on-your-feet game helps team members get to know each other beyond the things typically known. It's a great icebreaker, even for established teams.
Preparation	Copy the BINGO card on the next page or create your own.
Procedure	Provide each participant with a copy of the BINGO card and a pen. Decide what type of BINGO game to play. For small groups, a BINGO might be any five squares in a row (vertical, horizontal, or diagonal), and for large groups, a BINGO might be completing the entire card. Award a prize to the first place winner.
Say	I want to give you a chance to get to learn more about your fellow team members. Each of you has a BINGO card. I'm going to award a nice prize to the person who gets BINGO first by completing the items in each box. When you have completed a square, have the person sign the square. As soon as you get BINGO, yell "BINGO!"
Discussion Questions	What did you learn about each other? Were there any surprises? How does this knowledge help us work together? How does our diversity impact the team? How can we capitalize on our commonalities and our diversity to strengthen the team?
Materials Required	BINGO cards, pens, small prizes
Group Size	10 or more
Comments	This activity is especially effective as an icebreaker near the beginning of a meeting with a new team.
Approximate Time	15 to 20 minutes, depending on discussion time

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B	I	N	G	O
Find someone who can pat their head and rub their stomach simultaneously. Learn what else they can do.	Find someone who might like to be someone from history for a day. Learn what they think it would be like.	Find someone who remembers a favorite game from his or her childhood. Learn how to play it.	Find someone who has the same size thumb as you do.	Find someone who has the same Zodiac sign as you. Learn what else you have in common.
Find someone whom you don't know. Do something about that.	Find someone who plays hard on days off. Learn what they like to play most.	Find someone who has had a good laugh in the past week. Learn what their best laugh sounds like.	Find someone who can whistle the Star Spangled Banner. Join them in a duet.	Find someone who sees himself/herself as creative. Discover the key to their creativity.
Find someone who knew what they wanted to be when they grew up and actually became it.	Find someone who has a favorite TV show from his or her childhood. Learn about one of their favorite episodes.	Find someone who knows a good joke. Learn how to tell it, then share one of yours.	Find someone who had a recent success they'd like to share. Then share one of yours.	Find someone who would know what to do if they won the lottery. Find out their plans.
Find someone who has traveled to a place you have not been. Learn about a great destination.	Find someone who had a favorite teacher. Learn what made that person so special.	Find someone who has a favorite song from a different decade. Learn at least one verse and how to hum the tune.	Find someone who knows a good dance move. Ask them to demonstrate it and try it yourself.	Find someone who has children. Learn their names and some of their personality traits.
Find someone who has a fun hobby. Learn about it.	Find someone who has a favorite meal. Learn what makes it so good.	Find someone who loves what they do for a living. Find out what makes him or her feel that way.	Find someone who knows how to have a successful relationship. Learn what he or she does well.	Find someone who has a pet. Find out the pet's name(s) and why that name was chosen.

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A Puzzling Team

Objectives	This quick, on-your-feet activity is the perfect way to remind team members to be generous, look beyond themselves, and tap into the team's resources to solve problems.
Preparation	Purchase several different children's frame puzzles (frame puzzles are ones where the pieces fit into a frame and typically contain about six to ten pieces). Number the puzzles (write the puzzle number on the front of the frame). Place the puzzle pieces into envelopes and number the corresponding envelopes. Remove one piece from each envelope and place it in a different envelope (one where the piece does not fit the puzzle). Seal the envelopes.
Procedure	Form teams and give each team one of the children's frame puzzles and the corresponding envelope filled with puzzle pieces.
Say	Let's see which group is best at solving problems. On the count of three, open your envelope and put your puzzle together. The first team to complete their puzzle wins a great prize. 1, 2, 3, go!
Discussion Questions	How did you feel when you discovered that you didn't have all the pieces that you needed to complete your puzzle? What does that remind you of in our workplace? Who gave up the piece they didn't need before finding the one they did need? Why did you do that? Who had to convince a team to give you the piece you needed before they found their missing piece? How did you do that? Are there times when we need to look beyond ourselves or our department for help? What can happen to the overall team when one member or one department doesn't have an attitude of sharing? How can we help others get all the pieces they need to succeed?
Materials Required	Several different frame puzzles, envelopes, a small prize to award to the winners
Group Size	Teams of 3 – 5, up to about 100 people.
Comments	Most participants think there's nothing to this until they try to insert the last piece and discover that it doesn't fit. Some think it's a mistake and give up. Most start hunting amongst the other groups for their missing piece. But will they be willing to give up the piece they have before they find the one they need? Eventually all the puzzles are completed and an interesting discussion begins.
Approximate Time	5 – 15 minutes, depending on discussion time

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Building The Perfect Team Member

Objectives	This activity helps team members express how they feel and learn what others feel is required to succeed as a team member.
Preparation	Fill bags with assorted “building materials” such as pipe cleaners, rubber bands, Tinker Toys®, Legos®, pens, wire, tape, wooden blocks, old computer parts, etc. Be creative.
Procedure	Form teams and give each team a bag of building materials.
Say	You have fifteen minutes to use the materials in your supply bag to construct the perfect team member – one who can handle everything that working here requires. When the fifteen minutes are up, your group will present your perfect team member to the group and tell us what makes it perfect.
Discussion Questions	How did you come up with your design? How did you work together as a team? How was everyone’s input included in the process? What were the challenges in working together to solve this problem? How could you have worked better as a team? What are some of the best features that you wish you had personally? Since there is no perfect team member and each one of us brings different strengths and limitations to the team, how can we work together to form a stellar, though imperfect, team? What can you do personally to help create this environment?
Materials Required	A collection of building materials, bags to hold the materials
Group Size	Teams of 3 – 5, up to about 100 people
Comments	This can be a real eye-opener to learn what team members believe are requirements to succeed on your team. Teams often incorporate things into their “perfect team member” such as a computer chip that allows it to accept rapid change without stress, a no-whining feature, or four ears to listen all the people who talk at the same time.
Approximate Time	25 – 45 minutes, depending on the number of teams and discussion time

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An Egg-Citing Place to Work

Objectives	This tons-of-fun activity helps teams solve complex problems with limited resources, outside competition, and seemingly impossible constraints. It's a real test of working together to reach a common goal and maintaining a positive attitude when things don't go according to plan.
Preparation	Fill bags with assorted “egg protection materials” such as pipe cleaners, rubber bands, cotton balls, chewing gum, foam rubber, a rock, sponges, masking tape, Q-tips, crayons, etc. Cover the meeting room floor with a plastic painter’s tarp and set up a 6-foot ladder in the center of the sheet.
Procedure	Form teams and distribute an egg and a bag of assorted egg-protection materials to each team.
Say	This is an egg-citing place to work! In order to keep it egg-citing, your job is to protect the eggs. Your team has 30 minutes to design and implement a protection device so that when you drop your egg from the top of the ladder, it will reach the floor intact. Before you drop your egg, select one person from your group to explain how your device will prevent your egg from breaking. Please begin. (Announce when 30 min. has elapsed).
Discussion Questions	How did you come up with your design? How did you work together as a team? How could you have worked better as a team? How did your planning session go? How was everyone’s input included in the process? What were the challenges in working together to solve this problem? What were the different attitudes on your team? How does attitude affect your job? Who do you feel is responsible for your egg breaking? How does this activity remind you of experiences at work? What can we take from this experience in order to create a more effective team? What can you do personally to help us be a more effective team?
Materials Required	Eggs (buy extra just in case), “egg protection materials,” a ladder, a painter’s plastic tarp, prizes
Group Size	Teams of 3 –5, up to about 40 people
Comments	This is a lot of fun. For this activity, it isn’t important whether or not the eggs survive the drop. What’s more important is how the teams work together and the insights gained.
Approximate Time	45 minutes – 1 hour, depending on the number of teams and discussion time

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Building Castles in The Air

Objectives	This fast-paced activity helps teams learn to achieve measurably better results through improved planning, communication, delegation, and learning from their successes and failures.
Procedure	Form teams and provide each with a deck of playing cards.
Say	<p>Using one deck of cards per team and <u>no other materials</u>, build from your tabletop up, the tallest freestanding card castle you can. I'll award a prize for the tallest castle. You have four minutes. Begin! (Announce when time is up, measure each card castle, and award a prize to the team with the tallest castle.)</p> <p>If I gave you a few minutes to discuss a strategy with your team members, do you think you could achieve measurably better results using a new deck of cards?</p> <p>I'm going to give you three minutes to discuss how you can achieve measurable better results in Round Two using a new deck. During your planning session, please set a height goal and do not touch any of the cards. At the conclusion of the planning session, you will be required to take down your first castle. You have three minutes to plan. Begin. (Announce when three minutes has elapsed.)</p> <p>Take down your first castle. (Distribute a second deck of cards to each group. It's best for this deck to be a different color than the first deck.) You have four minutes to build the tallest castle and strive for the height goal you set using only the new deck of cards. Begin! (Announce when time is up, measure each card castle, and award a prize to the team with the tallest castle.)</p>
Discussion Questions	How many teams got measurably better results in Round Two? What enabled you to do this? What was the impact of more planning time? How did having a specific goal help? Why didn't you combine resources and join the teams together? How does this activity relate to our team and our workplace? How can we together to achieve measurable better results? What one or two things can you do personally to achieve measurably better results?
Materials Required	Two packs of different color playing cards per team, a measuring tape
Group Size	Teams of 3 – 6, up to about 100 people
Comments	This is always a crowd pleaser for the energy and the insights.
Approximate Time	15 – 25 minutes, depending on discussion time

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How High Will You Bid?

Objectives	This eye-opening game helps team members recognize healthy and unhealthy competition, especially when the stakes are high, and how collaboration will create more wins for everyone.
Preparation	In two envelopes, place a \$1 bill in each In two envelopes, place a \$5 bill in each In two envelopes, place a \$10 bill in each In two envelopes, place a \$20 bill in each In one envelope, place a \$50 bill
Procedure	Provide each participant with twenty one-dollar bills (this can be play money, though it has more impact with real money).
Say	The name of this game is “How High Will You Bid?” You each have twenty dollars. It’s yours to keep if you desire. However, I have several envelopes here that contain money, ranging from \$1 to \$50. No envelope has less than \$1 in it. I’m going to give the first envelope to the highest bidder. You may bid anywhere from \$1 to \$20, using the money I gave you in \$1 increments. How much do I hear for the first envelope? (Allow the bidding take place and award the envelope to the highest bidder. Ask the winners to open their envelopes immediately upon receipt and show everyone what he or she won. Repeat this process for each envelope.)
Discussion Questions	How did you work as a team? You each started with \$20, how much did you end up with collectively? How could you have ended up with more? Who does the word “you” in the game title, “How High Will You Bid” refer to? What would have happened if you pooled your money and nobody bid more than \$1 for an envelope? How does this relate to our workplace? What’s the difference between healthy competition and unhealthy competition? How can we work together to ensure more healthy competition and more wins for the whole team? What can you do personally to help create more win-win outcomes?
Materials Required	Prize money, envelopes, and twenty \$1 bills for each player. If using play money, offer prizes people can buy with their winnings.
Group Size	2 – 100
Comments	This is a real eye-opener, especially when using real money.
Approximate Time	25 – 45 minutes, depending on discussion time

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Are You More Like This or That?

Objectives	This on-your-feet activity helps team members get to know each other and appreciate each other on a new level, while learning how to capitalize on their commonalities and diversity.
Preparation	Hang a sign on one side of the room that says THIS and one on the opposite side that says THAT. Make sure chairs and tables are arranged so that participants can easily move around the room.
Procedure	Follow the script below, encouraging participants to explain their choices to the opposing side of the room during each round in Part I, but keep the conversation brief and the activity moving. Conduct Part II immediately after Part I.
Say	<p>Part I: Please stand in the center of the room. To learn more about our commonalities and differences, I'm going to read pairs of items, and if you feel that you are more like the first item, move to the "This" side of the room (point to the sign). If you feel that you are more like the second item, move to "That" side of the room (point to the sign). You'll do this for each round. Ready? (Read from the list on the next page or create your own list).</p> <p>Part II: Now please find a partner from anywhere in the room. Jot down your partner's name and together create a list of all the things you have in common. This list can contain anything – outside interests, zodiac sign, hobbies, family, anything you find in common. Aim for at least 10 items, but don't stop building your lists until I announce that time is up. You have two minutes. Begin! (Announce when two minutes has elapsed.) Find a new partner and repeat this process. (Do this for five to ten rounds.)</p>
Discussion Questions	What did you learn about each other? Were there any surprises? What's the longest list you created? How does our diversity impact the team? How can we capitalize on our commonalities and our diversity to strengthen the team?
Materials Required	"This" and "That" signs, tape, list of choices, pads, pens or pencils
Group Size	Any
Comments	This gets lots of laughs and really helps team members learn about each other
Approximate Time	15 – 45 minutes, depending on the number of people

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Are you more like . . .

“This”

1. The sun
2. Summer
3. A dog
4. An elevator
5. A pen
6. Wallpaper
7. Go
8. A taxi
9. Wine
10. A rollercoaster
11. Yes
12. Silk
13. A hotel
14. A lake

“That”

- The moon
- Winter
- A cat
- An escalator
- A pencil
- Paint
- Stop
- A limousine
- Soda
- A merry-go-round
- No
- Cotton
- A motel
- A river

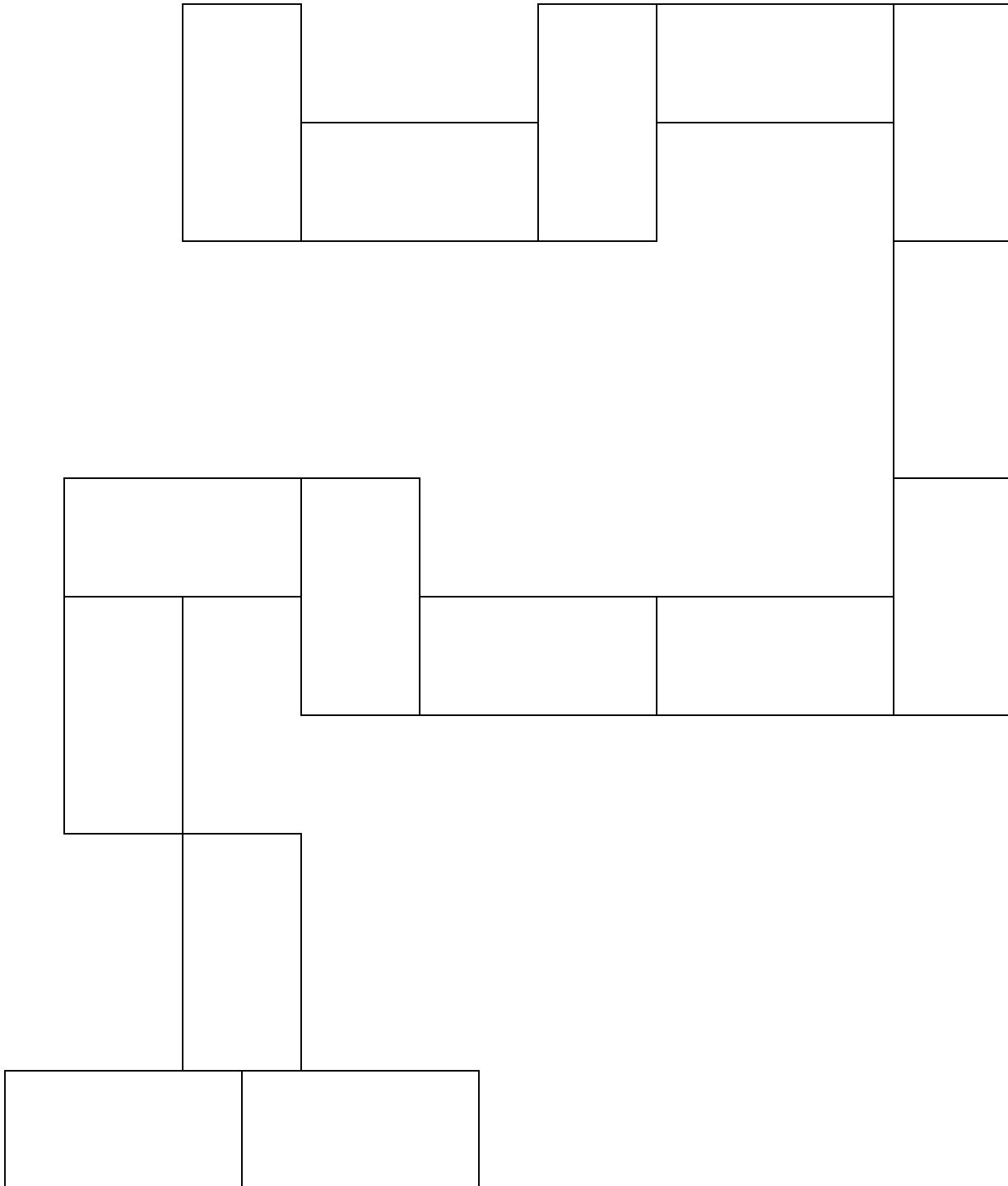
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The Domino Effect

Objectives	This is a perfect activity to help team members improve communication skills, including providing clear instructions and feedback, asking good questions and listening effectively.
Preparation	Copy the domino diagrams on the next two pages
Procedure	Form teams of two. Ask each team to decide who will be the Sender and who will be the Receiver. If there's an odd number, one group can help two Senders and one Receiver. Give each Sender a folder containing Domino Diagram #1. Give each Receiver 16 dominos.
Say	<p>Senders will verbally describe the domino diagram to their partners, and Receivers will attempt to replicate the diagram using the dominos. Senders will hold their folders so that Receivers cannot see the diagram and cannot see the Sender's eyes. Be sure that other Receivers cannot see your diagram. Receivers may not talk and may not ask any questions. You have six minutes. Open your folders and begin! (Announce when six minutes has elapsed and ask the Discussion Questions for Round One below.)</p> <p>(Round Two) Please switch roles. Senders are now Receivers and Receivers are now Senders. Senders should have the manila folders and Receivers should have the dominos. I will give the Senders a new diagram. (Distribute Domino Diagram #2). One change in the rules: Senders and Receivers may both ask and answer questions. Begin! (Announce when six minutes has elapsed.)</p>
Discussion Questions	<p>Round One: How did you do? What worked well? What problems did you encounter? What does this remind you of in our workplace? If I gave you three minutes to plan a strategy with your partner and then provided you with a different diagram, do you think you could do a better job? (Announce when three minutes has elapsed).</p> <p>Round Two: How did having communication strategy help? How did asking and answering questions help? When would it be helpful to ask more questions or provide more information in our workplace? How would you rate our communication on a scale of 1 – 10? What strategies could we implement to make it a "10"?</p>
Materials Required	Dominos, the domino diagrams on the next two pages, manila folders
Group Size	Teams of 2, up to approximately 30 people.
Approximate Time	25 – 30 minutes, depending on discussion time

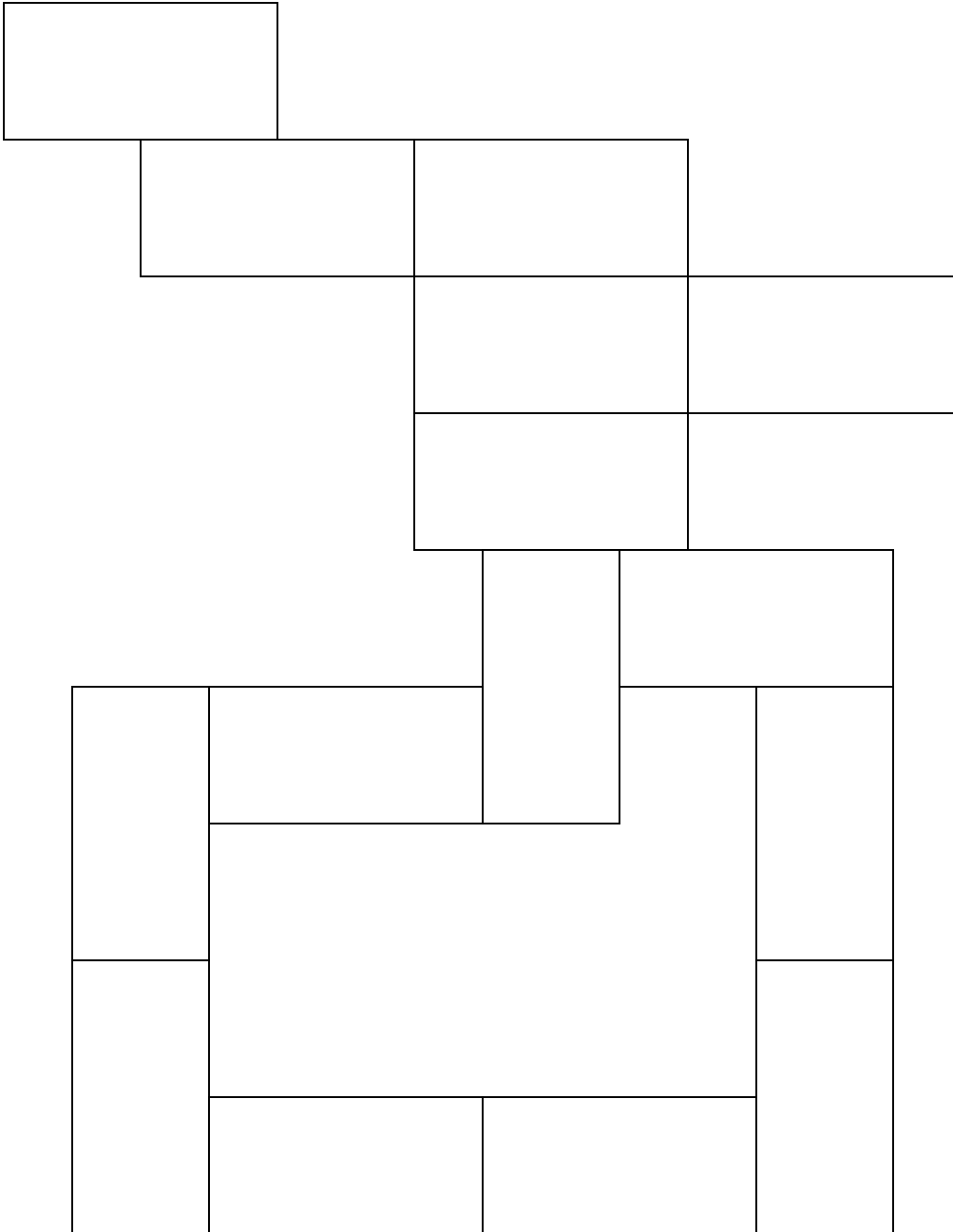
12 Simple Do-it-Yourself Team Building Games and Icebreakers

Domino Diagram #1



12 Simple Do-it-Yourself Team Building Games and Icebreakers

Domino Diagram #2



12 Simple Do-it-Yourself Team Building Games and Icebreakers

Free Bonus: Help Teams Navigate the Maze of Change



I have conducted my "Navigating the Maze of Change!" program for hundreds of organizations. In this program, teams must cross an electronic maze, a checkerboard-like carpet where I have programmed one safe path that will get them across without triggering an alarm. Very similar to their changing work environments, there are many unknowns and risks involved as team members try to identify the

safe path. Here are a few key lessons the participants discover about dealing with change and uncertainty that you can use to help your organization reach its goals:

1. Teams are more effective when everyone understands the plan.

Almost without fail, teams step on the maze without having a shared plan. They tell me they did this because "time is money," but employees who don't understand the organization's strategies and lack confidence in decision-making are much more costly. How well informed is your group? Ask them!

2. People need support and trust to take reasonable risks.

When someone triggers an alarm, most team members look disappointed, and some even walk away in frustration. How eager will someone be to try again after experiencing that reaction? If you desire employees to be creative and take reasonable risks, reward their positive behavior, **NO MATTER WHAT THE RESULTS**, and reassure the person that he or she is still a valued member of the team. If you don't reassure the person, their willingness to take risks and continue trying will certainly diminish.

3. View "failures" as valuable lessons for everyone.

Stepping on unsafe squares on the maze and triggering the alarm is a necessity in order to discover the safe path to success. When failure is feared, it is avoided at all costs and kept secret when it occurs – only serving to harm the organization. A reporter once questioned Thomas Edison, "Mr. Edison, I heard you failed nearly a thousand times before inventing a light bulb that worked." Edison replied, "I did not fail 1000 times. I learned 999 ways a light bulb will not work!" How does your organization view "failure"? Ask them!

4. Celebrate all success.

When someone finally crosses my maze, the team typically gives a thunderous applause. But where was the applause for the person who made it only to the first row, the person who made it only to second row, and so on? We must reward all successes, for they make it possible for someone to make it all the way across. Who gets the recognition in your organization and how could it be improved? Again, ask! Oh, and listen closely, too.

For more information about this program, please contact us at +1.404.518.7777

12 Simple Do-it-Yourself Team Building Games and Icebreakers

Be Part of Our Next Book!

You can contribute to the next edition of this book. If you have created an original game that you'd like to share with others or if you know of a non-copyrighted game that you enjoy, please complete the form below and send it to us. Visit our website www.davidgreenberg.com for the most current contact information. Thank you!

Objectives	
Preparation	
Procedure	
Say	
Discussion Questions	
Materials Required	
Group Size	
Comments	
Approximate Time	
Source (if known)	

Your Contact Information:

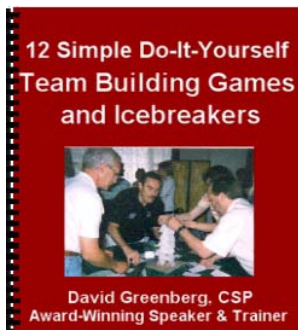
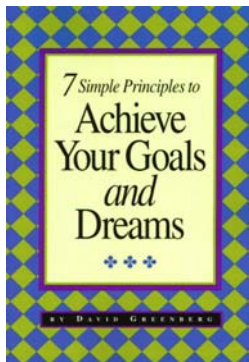
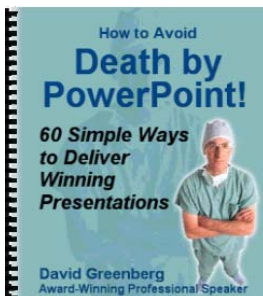
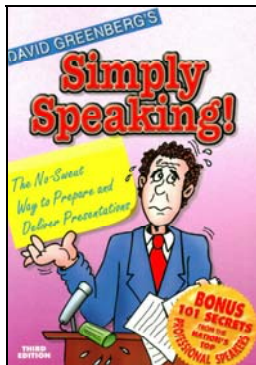
Name: _____

Organization: _____

Address: _____

Phone: _____ Email: _____

About David Greenberg, CSP



Since 1988, *David Greenberg's Simply Speaking, Inc.*® has helped more than 100,000 people worldwide to develop the essential skills and attitudes needed to move beyond their limiting beliefs and behaviors and achieve awesome results. David has earned the highest designation in the speaking profession, the Certified Speaking Professional. This title is held by less than 7% of the National Speakers Association's 4000 members.

David's most popular programs include:

- *Thriving in the Midst of Change!*™
- *Forget Your Title, We're All in Sales!*™
- *Building Positively Stellar Teams!*™
- *Simply Speaking! The No-Sweat Way to Prepare and Deliver Winning Presentations!*™
- *Listen And Grow Rich!*™
How to Succeed by Listening
- *How to Work With and Sell to Different Personality Styles*

For more information about *Simply Speaking!*® programs, David's books and tapes or to our subscribe to our free e-newsletter,

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Building Positively Stellar Teams™

It takes a solid team to bring out the best in each of its members. This on-your-feet experience challenges participants to navigate their way through an electronic maze filled with opportunities for improving communication, building trust, and creating cohesive teams that are victors of change.

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Why are some people so easy to work with and sell to while others so difficult? Learn how to capitalize on the strengths of your personality style and build great relationships with, motivate, and sell to even the most difficult people.

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Everyone wants to talk, but no communication skill can impact a relationship more than the way in which one listens. Master this most neglected communication skill and take your relationships and bottom line to new heights.