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.. got Team-Building?..

Does your organization need team-building? If any of the following are true, you might want to spend time building your team:

1. People have opinions they do not share in the group.
2. During discussion, opinions are expressed without response.
3. There is confusion about roles.
4. One person or a small clique makes most decisions.
5. Differences in the group are suppressed or ignored.
6. The group is apathetic.
7. Group members don't really know one another.

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For help with your group,
contact:

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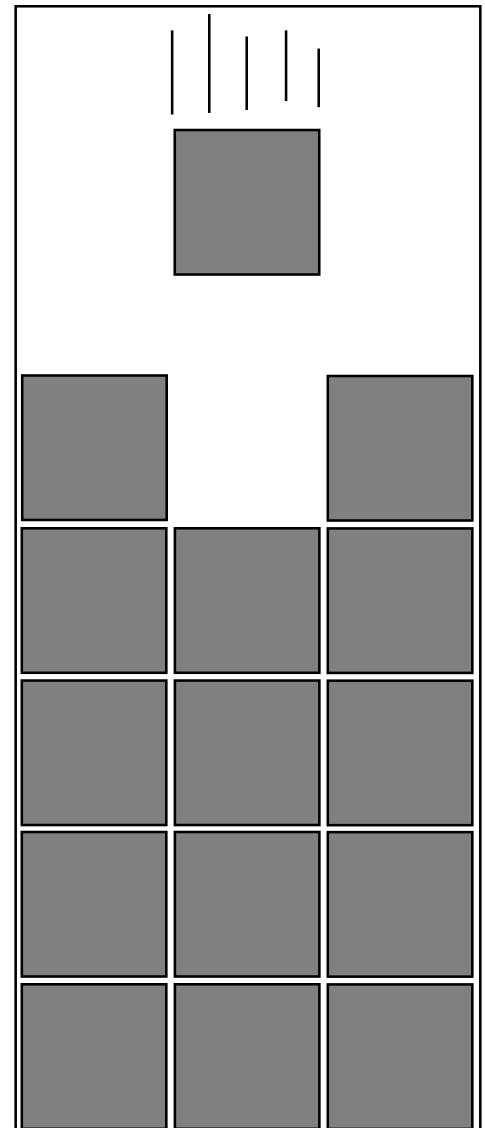
Student Organizations Office

(970) 491.1115
StuOrg@Otis.SC.Colostate.edu
Lower Level, LSC @ InfoToo
Colorado State University
www.SC.ColoState.edu/
StudentOrg

...

published
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Student Organizations Office
Colorado State University



>> Team-Building << Activities

Adjective Name Game

The group forms a circle, and each group member thinks of an adjective that describes him or her AND starts with the same letter as their first name. Each person will say their adjective and name (i.e. Silly Sarah) and the rest of the group will repeat it with the name of the previous people. You can also do this with a motion instead of the adjective.

Two Truths and a Lie

Give the group time to write down two things about themselves that are true and one that is a lie. Each group member will then share these facts about themselves and the rest of the group guesses which is the lie.

Life Lines

Each person draws a line on a piece of paper that represents their life. Along the line, they can include highlights, challenges and important events. Have the group members share their lives with the group.

Important Item

Have each person bring something to the meeting that means something special to them, then take turns sharing about the object and the significance of it.

All Aboard

The object of this game is to get everyone on a small board (or poster board) and holds that position for a few seconds. Everyone must have at least one foot on the board. HINT: Try not to help the group, but let them work as a team. You may adjust the size of the board to make it a challenge.

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Team-Building

by Joe Paul

Basic Steps in Team-Building

A team-building program should help team members increase their awareness of the impact of their behaviors, on the functioning of others. Team members should also come to understand their roles as members of an interdependent team.

The most important component of team-building is establishing opportunities for open and honest feedback among team members. If an advisor or team leader does nothing more than pull team members together regularly to talk openly about cooperation, expectations, and other group issues, a significant step toward building a more effective team will have been taken.

The first team-building session or meeting should attempt to establish a norm of openness and trust among team members and dispel any initial resistance members might have. The best way an advisor, leader, or consultant can overcome initial resistance, is to model the very openness he or she wishes to create in the group. This can be achieved by clearly stating the major purposes of team-building, followed by giving members the opportunity to discuss their impressions, resentments, fears, or questions.

Once team members understand and accept that team-building is designed to help them get what they want from working on a particular team, while they help the team be more successful, they will usually let go of any lingering resistance. When initial resistance has been dealt with, the first session should move more quickly toward the group's establishing a set of objectives that will enable them to reach the team-building outcomes discussed below.

Improving Output Potential

Team-building efforts should have the objective of building a more cohesive, supportive, and trusting group, which has high expectations for accomplishing tasks and also should recognize different skills, styles, values, and other behaviors of team members. The achievement of this objective should foster these basic outcomes in teams and team members:

- > A better understanding of each team member's role in the group.
- > A better understanding of the team's purpose.
- > Increased communication among team members and about things affecting the group.
- > Greater mutual support.
- > A clear understanding of group processes -- how people work together.
- > More effectiveness in working through team problems.
- > The ability to use conflict positively.
- > Great collaboration among teams members with less competition.
- > A sense of independence among team members.

Anytime people come together to work toward a common goal, two basic sets of behaviors occur. The first set consists of task behaviors, or things which relate directly to a particular task or desired outcome. The second set of behaviors are those which serve to maintain the groups working together.

Behavioral scientists and effective leaders have found that the creative use of group maintenance or human relations skills unleash the potential for a group to become a synergistic team.