

# TEAM BUILDING GUIDE

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University of Arizona Parent & Family Association



**PARENTS & FAMILY**  
**ASSOCIATION**



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## WHY THIS GUIDE EXISTS

No individual Wildcat should be demeaned, ridiculed, belittled or placed in a potentially harmful situation in order to be included in a group at the University of Arizona.

There are many successful ways to build teams without having to engage in hazing practices. In this guide you will find icebreakers, team building exercises and explanations as to what might be missing from your group that could have lead to hazing.

Hazing creates weakness in organizations, and organizations that engage in hazing will ultimately fail.

Often groups and teams are looking for ways to prove allegiance, prove that they belong, and a rite of passage that will make them a better member. Hopefully you will find alternatives here.



## rites of passage

Rites of passage are events, activities or ceremonies that help an individual move from one stage in an organization to another. Usually it begins with an individual as an outsider, to an individual that is in transition to an individual that truly belongs. A common rite of passage is when teenagers get a driver's license. It is seen as important in society, and a milestone when someone goes from a non-driver to have a learner's permit to a full-fledged licensed driver.

People seek rites of passage to help them feel like they really belong to a group or team. In order to move from outsider to full fledged member they feel like they need to pass through some kind of transitional period with milestones and accomplishments.

### Positive Rites of Passage

It is important that all members of the University of Arizona Community practice appropriate and safe rituals, traditions and rites of passage in association with any group, or team.



## TYPES OF RITES OF PASSAGE

### First decide what will work best for your organization

Will having a campus wide event to advertise that you have new members and allow other to meet your newest members be the way to go?

Should you have a group retreat to allow old and new member meet and get to know one another?

Will a private ceremony to welcome them as new individuals be a good way to start?

Does your organization want to try them all?

### Campus Wide Event

Consider holding an event that is both good for your group, inline with your mission or does a service to the community. If you are a sports team, hold an exhibition game. If you are a service organization, host a service project. As a professional or departmental organization, host a meet and great with professors or professional in your field.

### Host a Retreat

Host an organizational retreat. Educate new member on the organization, focus on team building activities and getting to know one another. Complete a closure activity to allow individuals to feel as though they have connected. There are staff on campus at the Campus Recreation Center or off campus at Triangle Y, or other locations that can help facilitate



## Create a Ceremony

If you are a club or group that does not have ceremonies already, you can create ceremonies that will help members feel included in the organization

Ceremonies are used to highlight or recognize special accomplishments and goal attainment.

Ceremonies can be used:

- To convey a message or lesson.
- To challenge and inspire all the members to reach greater heights in personal growth
- A ceremony must convey that "you" and "this moment" are special.

To achieve these goals a ceremony must be more than a ritual; it must be a communication of the members thoughts and feelings about their ideas. The ceremony must say something that matters.

Ceremonies can:

- Provide peer interaction and recognition.
- Encourage positive self-discovery through exploring new social roles.
- Create a feeling of affiliation with and acceptance by an ever expanding circle of acquaintances.

Group loyalty and personal identity are enhanced by the formal membership, and reinforced by the use of ceremonies.

Recognition is a basic human need that is more meaningful when it is presented in front of "Significant others" — peers, family and friends. When planned and executed properly, a ceremony can allow for all these things.

<http://urbanext.illinois.edu/ceremonies/index.cfm>



## Suggested Ceremony Order

1. Begin by inviting each new member by name to the front of the room.
2. Welcome all the participants to the ceremony and share appreciation for their attendance.
3. Give a brief history of the team or organization
4. Present a short history about your organization and its current activities.
5. Administer the pledge.  
The pledge can be something created to show that the members are dedicated to the organization.
6. Present the pin.  
While not necessary, a token of some kind presented to new individuals can symbolize their membership in the group.
7. Close the ceremony with a welcoming statement on behalf of your group, the presentation of new paraphernalia and explanation of requirements of membership

<http://www.lionsclubs.org/EN/common/pdfs/me22.pdf>



## ORGANIZATIONAL POINTS OF PRIDE

Organizations can often be participating in hazing behaviors because they lack true pride in their organization, or take pride in the wrong things.

### What is your organization or team proud of?

Name 5 accomplishments that the organization can be proud of from the last year:

- 1.
- 2.
- 3.
- 4.
- 5.

- Do current activities relate to the point of pride?
- What activities will relate to that point or pride?
- Are the points of pride related to the mission and goals of the organizations?

### What points of pride can the group develop?

Name 5 goals, points of pride that the group can move toward.

- 1.
- 2.
- 3.
- 4.
- 5.

- Do current activities relate to the point of pride?
- What activities will relate to that point or pride?
- Are the points of pride related to the mission and goals?





**What bad habits has the group developed?**

Name 5 bad habits the group has developed over the past year

1.

2.

3.

4.

5.

- Do current activities relate to the point of pride?
- Have any of the activities created a culture of hazing?
- Will the organization improve or suffer if these habits continue?



## MEMBERSHIP STANDARDS

### Have Standards for Membership

Hazing can often arise in organizations because individuals are led to believe that they have to prove that they belong using standards unrelated to the organization's purpose.

Having actual defined and concrete standard for your organization can eliminate the need to prove "worthiness."

### Create and Enforce Standards and Requirements for all Members

Not holding members accountable during their time in the organization also leads to issues with the organization and hazing.

#### Enforcing Standards for All Members

- Is there a process to remove individuals that do not meet the requirements?
- Is the process enforced?
- Are members all educated and reminded regularly about the standards?
- How are standards routinely enforced with the membership?

#### Know the Purpose of Your Organization

Not understanding the actual purpose and goals of the organization can lead to hazing.

Make sure only those understand the purpose of the organization regularly and regularly discuss the purpose and goals of your organization.



## WHAT ARE YOU TRYING TO ACCOMPLISH?

Many hazing activities are done under the guise of a positive accomplishment for the organization. The activity will help people bond, learn about the organization, or be better members. All of these things can be accomplished without hazing.

### **Cohesiveness & Bonding**

- Does the activity help people get to know one another in a positive way or will it create resentment toward certain individuals?
- Does the group create true cohesiveness or forced cohesiveness because of mutual mistreatment?

### **Respect**

- Is respect being created through fear or through positive means?
- Will the newer members like the other members in a month or two or a year?

### **Loyalty to the Organization**

- Are you creating loyalty in a positive manner?
- Will members genuinely care about the success of the organization or team?

### **Better Members or Teammates**

- Are you creating good pledges, rookies or team members? They are different.
- Are current member acting inline with the organizations mission, or meeting the standards every day?
- Are you teaching new members the real values, purpose or goals through actions?



## COMMON HAZING ACTIVITIES & SUBSTITUTES

### PT or Physical Training

- Campus Rec Ropes Course
- Triangle Y Ropes Course
- Campus Rec Outdoor Adventures
- Rock and Ropes
- Intramurals
- Tucson Sports Leagues
- Organize or participate in a 5K and train together

### Required Knowledge of the Organization or Members

- Human Bingo—incorporate information about organization and its members
- Promote your organization's values and educate on how they relate to the organization's history
- New members can present to each other about the organizational history, culture, etc.
- Team Dates—pair up team members with a different person each week. The pair is required to go on a “date” where they do an activity together outside the scope of the team.
- Organize a speakers' panel with current and past members and leaders
- Pair new members up with current members as their mentors

### Forced or Encouraged Consumption of Alcohol

- Go to a concert or show
- Go out to an 18-and-over dance club
- Attend a sporting event on or off-campus together
- Plan a trip together

### Performances

- Work with Tucson Improv Movement for a workshop on teambuilding and fun through Improv Comedy
- Put on a talent show or have an open mic night to advertise for your group.
- Show a movie at the Campus Rec pool
- Participate in campus philanthropic events as a group



## ICE BREAKERS & BASIC TEAM BUILDERS

The Essential Resource Guide for Team Building & Group Development, by the UA Center for Student Involvement & Leadership

### Orientation Square

Time: 5 to 10 minutes

Supplies Needed: Nothing

Directions:

This activity is low-risk and is active. Have the group form four teams (number off by 4) that are about the same size. Have the 4 teams to line up and form a square around you. All four teams face the inside of the square. Stand in the square and have the members of the teams to join hands, raise them over their heads and give a yell.

Ask each team to remember which side of you they are facing. For example:

- Team “A” is looking at your front
- Team “B” is facing your left side
- Team “C” is facing your right side
- Team “D” is looking at your best side (your rear)

No matter which way you turn, the teams should reposition themselves so they are facing the same part of your body they started with.

The object is to be the first team to reposition itself. The way you can tell which team is first is that as soon as the team gets into the new position, they raise their hands and give a yell.

Count down, turn around, and then look out as people go in all directions. When the shouting is over pick the winner and then do another turn. For the last turn add some more excitement by running off to another spot while the teams follow in pursuit.

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## Human Knot

Materials Required: None

The group forms a circle. Members reach across the open space and grasp the hand of another person across from them. With their free arm, they reach across again and grasp the hand of someone else. From then on it is up the group to figure a way to untangle the mass of bodies and arms and recreate a circle without letting go of anyone's hand. People climb over, under, and around each other to clear the tangle. (The last knot of three people will require some fancy footwork.) This is not as easy as it sounds and a round of applause is definitely in order when successful.

Note to team leader: This is best for 9-11 people. It's pretty easy for 8 or less and near impossible for 12. Also, keep your eyes open and remind people to be careful with their backs, elbows, and wrists. Tell them to let go if there is any strain.

## Where are you?

Pick a year or a date before the meeting and then give each person a chance to tell what they were doing on that date. (Jan '02 or summer '10)

## Important Item

Have each person bring something to the meeting that means something special to them or that they would not have left home without, and then take turns sharing.



## Dyad Introduction

Have people pair off using the criterion of not knowing their partner well. Allow 2-5 minutes for each to introduce themselves to each other. Then have their partners introduce each other to the group or to another dyad.

## Superlatives

Participants are asked to study the composition of the group quietly and to decide on a superlative adjective that describes themselves in reference to the others (youngest, tallest, most-up-tight...). Then they tell their adjectives, explain and, if possible, test their accuracy.

## Hometown

Post a large outline of Arizona on the wall. Leave border space for those born outside of the state. Have participants put their hometown and name on the map. Then ask them to share about their hometown and how they decided to go to UA

## Group Juggle to Warp Speed

Facilitator introduces three rules: Sequence (objects must travel in the same order each time), the objects may not touch the ground, and you must say each other's names. The facilitator then starts the object by throwing it to someone in the circle and saying, "Hello my name is \_\_\_\_\_, and I am throwing this to \_\_\_\_\_." The response is then, "Thank you \_\_\_\_\_, my name is \_\_\_\_\_, and I'm throwing this to \_\_\_\_\_." This continues until everyone in the circle has received the object once. Once the group gets the hang of the activity, begin to introduce more and more objects. Periodically ask the group how they can do it better and faster and have them set goals for speed. Process problem solving, thinking outside of the box... etc.



## Blanket Name Game

- Split group into 2 teams
- Each team sits on the opposite side of a blanket that is held up
- Each team sends a representative up to the blanket
- The blanket is dropped, each representative shouts out the name of the person they are facing
- Whoever shouts out the correct name first recruits their opponent onto their team

## Candy Game

- Each participant takes some candy from a bag of varied candy
- Each type (color or flavor) of candy has a question associated with it, such as what's your favorite movie? Or where is your favorite place you've lived?
- Participants answer a question for each type of candy they took

## Concentric Circles

1. You have 30 seconds to find a partner with one thing in common with you that you did not already know
2. Now, you have 1 minute to find a set of partners with one thing in common with you both that you did not already know and that was not the thing you had in common with your original partner.
3. Now, you have 1 minute to find a set of four with one thing in common with you all that you did not already know and that was not one of the things you had in common with your original partner or your group of four.
4. Find another group of 8. One of the groups, form a circle. The other group, go inside the circle and form a circle facing outwards toward the people from the outer circle.
5. Each person from the inner circle, shake hands with the person directly across from you in the outer circle. Introduce yourself. This is your first partner.
6. I am going to ask a question that I want each of you to take a minute to respond to.
  - What is the weirdest talent you have? You can demonstrate it if you want to.
7. Everyone in the outside circle rotate one person to the right. Introduce yourself.
  - What is your biggest pet peeve?





8. Rotate one person to the right.
  - If you could only eat the same food for the rest of your life, what would it be?
9. Rotate one person to the right.
  - If you could have the answer to any question, what would your question be?
10. Rotate one person to the right.
  - When you were younger, what did you want to be when you grew up?
11. Rotate one person to the right.
  - Who in this room has made the biggest impact on your life and why?
12. Rotate one person to the right.
  - Of all of your family members, who are you closest to?
13. Rotate one person to the right.

What is the best compliment you have ever received?

### “That’s Me”

Objective: To get to know your teammates

Materials: None

Group Size: ideal for 5-12 people

Time allotted: 5-10 minutes

1. Have the group member's sit in a circle so that member's may easily see one another.
2. The facilitator stands apart from the group and reads a series of statement's for each individual to stand up and proclaim “That’s Me.”
3. Sample Statements: I am a sophomore/junior/senior at U of A, I was the first member of my family to attend college, I am a member of a sorority/fraternity, I play a musical instrument.



## MORE ADVANCED TEAM BUILDERS

Help move your group beyond just getting to know each other. Here are some activities to help your organization move toward accomplishing your goals.

- Participate in or organize a community service project
- Recognition Activities—each week at your weekly meeting, pass on a traveling recognition item, collect and share “kudos” or “shout outs,” etc.
- Campus Rec Ropes Course
- Group Expectation Sharing
  - This can be done out loud or anonymously by writing expectations on sticky notes and collecting them all in one place
- Creating a Shared Vision—What does your ideal team/group/organization look like?

### Four Corners

Time:20 minutes

Supplies Needed: Flip chart paper, Markers

Directions:

Have four different words written on four pieces of flip-chart (one word per flip-chart paper) and have these pieces taped to different walls. The four words are:

- Structure
- Relationship
- Meaning
- Action

Ask the participants to go stand near the word that they most relate to when working within the group. When everyone has selected a word ask each group to discuss among themselves why they chose the word they did and how that word relates to the way they prefer to work within the group environment. After several minutes of discussion ask each team to report what they came up with.

Processing:

We all prefer different ways of getting things done within the group. For some people order and structure are important parts of how they live their lives. As a reflection of this inclination they often chose careers in organizations like the armed forces. For others developing and maintaining



relationships is their primary focus. Frequently they chose careers in training or sales. There are people who make analyzing and understanding the nature of things a priority. They are attracted to fields like engineering and science. Others with a just-do-it attitude are more focused on action. People who drive race-cars have this orientation.

- *Was anyone surprised by the preferences expressed by the other groups?*
- *Which group do you work best with? Why?*
- *Why did you choose the word you did?*
- *How does this choice reflect the way you work or deal with other group members?*
- *Which group do you find the most challenging to work with? Why?*
- *How does this relate to our group?*

Our group is full of individuals with different ways of working together. It is tempting to believe others are just imperfect versions of ourselves. But people act differently, in ways we couldn't expect or predict, because they think differently. When you can understand where the other person is coming from and why she/he acts the ways she/he does, it is easier not to take difficult differences personally. Each person is different, have patience when working together on projects or tasks.

## Persuasion

Time: 15-20 minutes

Supplies Needed: Nothing

Directions:

Ask half the participants to go out of the room and wait in the hall or another room. If you are outdoors ask them to move out of earshot of the rest of the group. Tell the group in the room that their job is to go and persuade the group outside the room to come back in. They cannot use any physical force or threat, real or make-believe.

Tell the group in the hall (or other room) their job is to be fair and to go back into the room when they find themselves sincerely persuaded by the other group. Tell both groups the key words for this exercise are fairness and sincerity.

Processing:

- *How did the subgroups plan their strategy? Did they plan at all?*
- *Did the groups work as groups or in pairs?*
- *What was done or said that motivated people to do what they were asked? What could have been done or said?*
- *What was done or said that failed to motivate people to do what they were asked?*
- *How does this relate to our group?*



- *How does this relate to recruitment of new members?*
- *What values or beliefs did these actions reflect?*

People are more likely to be persuaded to do something when they are first asked what would motivate them. As obvious as this might be, many persuaders instead try to overwhelm their target audience with inducements. Asking someone and then encouraging them and acknowledging their work will do wonders for people's confidence and will build more trust between group members.

Personal Notes:

Some groups may not complete the task and that is okay. Despite the emphasis on fairness and sincerity in the initial instructions, the persuaders in one group saw the task as competition. They thought they won if the others returned to the room. Even more important, they believed the people outside the room saw the task the same way; returning to the room would somehow be a defeat. Given this win/lose scenario the only way to win would be through trickery. They hatched a complicated scheme and proceeded to try to outwit their "rivals". The outsiders, however, sensed a hidden agenda and refused to budge. Hence, trust developed into an issue and would be good to process.

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## Blindfold Square

Time: 20-40 minutes

Supplies Needed: Blindfolds, 1 length of rope, 60-100' in length.

Directions:

Blindfold each participant and ensure all participants are holding the rope with both hands. Ensure 2 different people have the ends of the rope. Group the participants up into a tight circle, packed close so the rope is intermingled within all participants. This will make the activity more challenging since they will have to get unwound. Give the task:

It is the groups task that within 20 minutes, you must form a perfect square using the rope. I will be watching to make sure you don't run into anything that could be a danger.

Processing:

- *How did the group begin this task? Was there a plan? Did everyone know the plan and support it?*
- *What was difficult?*
- *Have you been in similar situations where it was difficult to complete a group task because one or more members did not really know what the other members were doing?*



- *What team members didn't talk much during this activity? How did you feel during the activity?*
- *Do some members feel this way about group life? Why?*
- *Who was the leader? What leadership skills did he/they use?*
- *How did you clarify roles and goals?*
- *How does this activity relate to our group?*
- *What would you have done differently?*

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## Star Wars

Time: Varies depending on size of group. 15-30 minutes

Supplies Needed: As many pieces of rope as there are participants (tape would work also). Make circles with the rope and place them 3 feet apart. Make some circles of rope larger than others and make some small. They have to be large enough for at least one person to have both feet in them.

Directions:

There are three rules to this game:

- 1) Put your feet entirely in a circle. If they are out of a circle, you are out.
- 2) When I say "change!", if possible, move to another circle and put your two feet entirely in it.

That's enough rules for now so we'll hold the third rule until we need it.

After each time you say "change", casually pick up one or two of the circles. As the number of circles decreases the speed at which people dash about will increase. A group that has worked together for a while may start to fight you for the circles. When that happens invoke the third rule:

- 3) Do not move or alter or fight me for the circles

When the last circle or two are left people will be struggling to cram their feet into it. As you feel inspired, repeat the rules and the fact that this is a problem-solving game. At some point the lightbulb will almost visibly flash over someone's head and that person will sit down with his feet in the circle. Others will follow and the problem is solved. Sit down with them and let the processing begin.

Processing:

- *What assumptions did you make when you first heard the rules?*



- *Did you unconsciously make up rules that were not there?*
- *How did that limit your options?*
- *Did anyone think about asking for a time-out for brainstorming?*
- *Was there a team approach to this problem?*
- *How did the breakdown lead to a breakthrough? (paradigm shift maybe?)*
- *How did you feel when I kept having you change? Explain further.*
- *How does the group handle change? Do we ever change?*
- *What is the best way to adapt, or handle, change?*
- *Is change good?? Why or why not?*

Discuss the difference between groups that are willing to change and those that don't. Groups that change and adapt will do better and perform better than those that become complacent. They keep doing things the same way because they never stop to consider all the facts and what their options might be. Sometimes we make up "rules" that were never imposed by anyone but we make them assumptions to protect ourselves or make excuses. Twenty-four hundred years ago Plato coined the famous dictum that only the examined life is worth living. We should be examining our organization to figure out what assumptions hold us back and how we can better adapt to change.

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## This is Our Home

*Objective:* to establish team goals and priorities or to promote self-reflection

*Materials:* paper and pens or markers

*Group Size:* 3-10

*Time allotted:* 15-20 minutes

1. On the paper provided you as a "family" are to design a house with the following elements. To fill in the areas you may use words, sayings, thought, pictures, or whatever else you desire. Your house is designed to be a part of the community.



- Foundation: The concepts or values with which you live your life
- Walls: Share the skills/abilities/sensitivities that will help you support and strengthen these ideas.
- Roof: Place five goals for the year.
- Windows: Share the things that you are very proud of, or would like to be proud of about your home or family.
- Door: Share something that you've learned and borrowed from someone else- share the name of the person you've borrowed from.
- Chimney: The forms of release you commonly use. How do you let off steam?
- Materials: What materials are you going to use in your home? What might these materials represent?
- Which materials do each of you identify yourself with?
- Thought: What can you do to ensure that the members of your family will be able to utilize their many different skills and gifts? What will you do to make sure that your building is a comfortable one where everyone feels at home?
- Note: This can be done with each person answering these questions individually as a form of self-reflection or it can be done as a group bonding activity.



## TRUST & CLOSURE ACTIVITIES

### Trust Falls

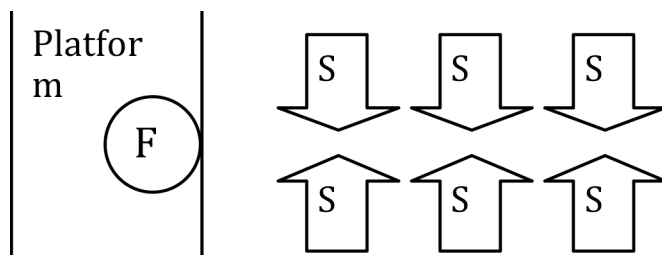
Time: Varies depending on size of group. 10 –20 minutes.

Supplies Needed: A platform about 4 feet high large enough for two participants to stand on.

Directions:

Discuss safety methods. Demonstrate good spotting stance: stand across from another participant, grab hands like you are going to arm-wrestle, cross arms, feet apart, one foot in front of the other, knees bent and eyes on the person being spotted.

Have one participant on the platform blind-folded and the other participant on the platform assisting the blind-folded participant and spotting him. At least 6 other participants should form 2 lines behind the platform and using the spotting stance mentioned above, form a “bed” of arms for the participant to fall into. The format should look like this with the participant falling to the right of this paper.





F = Faller

S = Spotter

With his back to the spotters the faller asks “Spotters ready?”

The spotters should respond with a loud and confidence-inspiring, “Ready!”

Reassured, the faller replies, “falling!”

The faller then falls, keeping his legs stiff and his arms crossed on his chest. The spotters catch him and gently put him back upright. Take turns so all participants can experience the trust fall.

Processing:

- *What were your initial thoughts after I read the directions?*
- *How did you feel during this activity? Why?*
- *Why is trust important?*
- *Why is it important to our group?*
- *How can we build more trust between the members?*

## Trust Circle

Time: 15 minutes

Supplies Needed: Blindfold

Directions:

Review the spotting lessons from the trust fall above.

Put participants in groups of 8-12 standing shoulder to shoulder. One person stands in the center of the circle blindfolded. With arms crossed and knees locked, the person looks at his teammates and asks if they are ready to catch him. When everyone’s reply is affirmative the person in the center closes his eyes and announces, “falling”. Keeping his body rigid the faller falls against the group’s outstretched hands. *Gently* the person is passed around or across the circle.

A blissful grin spreads across the face of the person in the center as he lets go and trusts the group to do its job. After a minute the person is steadied by the team and allowed to get his balance back before



rejoining the circle.

*Stop the action* if the group gets a bit rough, jokes too much at the expense of the person in the middle, goes too fast, or loses its concentration. The object is to take care of each other and to treat the person in the center as he wants to be treated. Express your perception and concern using a problem-solving approach. Again, the standard question, “What’s not working?” helps the team evaluate its own behavior and the impact it has on others.

Processing:

- *How did this activity make you feel?*
- *Do the individual members feel safe enough to ask for what they want and to tell others how they want to be treated?*
- *Do they look out for each other?*
- *How does confidence relate to trust and this activity?*

Trust is the glue that holds our organization together. Without it, no one can work together or respect each other and therefore no one asks each other for assistance and nothing gets done. Focusing on the attitudes and behaviors it takes to build trust can lead to a more positive experience.

© Indoor/Outdoor Team building games for trainers, Harrison Snow



## Yurt Circle

Time: 10 minutes

Supplies Needed: Nothing

Directions:

“Form a circle, grasp hands and count off by twos (there must be an even number of participants). Be sure height and weight are evenly distributed before holding hands. Your task is to lean simultaneously in opposite directions while supporting each other. The “ones” lean into the circle while the “twos” lean back. Hands must be clasped. Begin by leaning gradually, not letting all of your weight fall at once.”

Each side should switch leaning in or out. To make the exercise more difficult, ask members to close their eyes.

Processing:

- *Was anyone tentative at the beginning of the exercise? How did you deal with this?*
- *Did you feel more comfortable as you tried it a few more times? Why?*
- *How does this activity relate to a group?*
- *What is the important lesson about trust here?*
- *What are the consequences of being trustworthy or betraying trust in a group?*
- *Can a group move forward with forces pulling in opposite directions?*

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## Lifeline

*Objective:* To promote self-reflection about the goals in one’s life.

*Materials:* paper and pencils/pens for each participant

*Group Size:* any size

*Time allotted:* 30 minutes



1. Participants are given a piece of paper and asked to draw a line across the face of it. Dots are placed at either end; the dot at the left is to be labeled with the individual's date of birth and the dot on the right is to be labeled with the anticipated date of death (ask participant's to guess total number of years he/she expects to live). Individuals are then asked to place a third dot on the line, indicating where you are now (write today's date on that dot).
2. To the left of today's date, ask participants to write down a few simple words that represent what they believe are their accomplishments up to this point. To the right of today's date, request that they list some things they would like to accomplish in the future. This list should include both things you wish to accomplish within yourself as well as external accomplishments.
3. Have them reflect on this lifeline once it is complete.

## Trust Circle

*Objective:* To build team-working skills

*Materials:* none

*Group Size:* ideal for 8-14

*Time allotted:* 15 minutes

1. Have the group form a very tight shoulder-to-shoulder circle around one person.
2. Everyone in the group puts their arms out to catch the person.
3. The person should ask if the team is ready. All team member's should respond "ready"
4. The person should keep his/her legs and body stiff and together, close eyes, and begin to lean into the circle, being passed around by the team members.
5. Continue this task until every team member has been in the center of the circle.
6. After each team member has gone, have a group discussion about trusting teammates and other people in everyday life. Who is trustworthy? Why do you feel you can trust them? How did it feel to put your trust in other's hands during this exercise?



## Team Values

Note: This should be used last and at the end of a workshop or retreat.

Time: 15 minutes

Supplies Needed:

Flip-chart paper – Have pieces taped up against the walls and have a statement on each on (see below).

Tape or sticky tabs

As many markers as there are participants (crayons would work and are cheaper also) and paste-on sticky stars (or something similar).

Set-up:

Prior to this activity, write down statements and/or questions that will get the group to ponder the days activities and/or what they value in a team. Only one statement/question per piece of flip-chart paper. Statements or questions to use could include.....

Our chapter works best when...

Our chapter works poorly when...

The characteristics of my ideal chapter are...

What I need or want from my chapter brothers is...

What I bring to our chapter team is...

What I am proud of about my chapter is...

The strengths of our chapter is...

The things to change/improve in our chapter is...

What we expect from our executive board members is...

The way I am going to better live our ritual is...



Directions:

Review with the team the activities they did that day or the teambuilding games they participated in. Ask them:

*What experiences and insights did we gain?*

*What goals did we set? Did we reach them?*

Arm them with magic markers and turn them loose to write on the flip-chart paper.

Trade the magic markers for paste-on stars and ask people to star three statements under any question that they most agree with. Compile the most starred statements on one sheet. Go through the list and clarify what each statement means. Ask the group if these statements define the kind of chapter culture that people want to have. If everyone says yes, then the chapter has developed an agreement that defines how everyone is going to work together.

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## Take-Aways

Time: Varies depending on the size of the audience. 10-20 minutes.

Supplies Needed:

Flip-chart paper with the 3 questions on it.

Paper and pens/pencils for participants.

Directions:

This is a reflection activity to reflect individually and as a group what you have learned today (or at the retreat). Answer the following questions to yourself on paper. Take 10 minutes.

Now have them turn and buzz with another brother who is in a different pledge class and discuss the answers to the questions. Take 5 minutes to do this.

Ask anyone if they'd like to share their answers. Or, have them pass them to you and you can read them to the group.



Set-up questions:

Name two things you will do differently in the chapter.

What is the most important thing you are going to take away from this day (or retreat depending on the length)?

What will you commit to doing to make sure that what you learned and achieved here is not lost?

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### Touch Someone Who

Time: Varies depending on the size of the group – 20 minutes

Supplies Needed: Nothing

Directions:

Everyone sits either in chairs or on the floor in a circle. Instruct them to close their eyes. The facilitator will choose 3 people (or 4-5 depending on how big the group is) to start (everyone has their eyes closed, so no one knows who is chosen). Then the facilitator begins reading the statements.... Starting each with “touch someone who...” The chosen people touch people on the head as the statement applies. After reading about 5 or so statements, silently indicate for the chosen ones to sit and close their eyes. Choose another group.... Continue until you’ve used all of the questions (and make up your own if desired!)

- You admire
- Makes you laugh
- You feel is a true friend
- You respect
- Your trust
- You think has a great future
- You think is creative
- Inspires you
- You think is a leader
- You think has a great sense of humor
- You feel you can learn from
- You want to know better
- You feel is strong
- You feel is compassionate
- Is an important part of this team
- Is a hard-working part of this team
- You feel is a role model
- You think is talented
- You really care about
- You want to thank
- You have made a memory with
- Understands the “real” you
- You feel is honest
- You think is a good student
- You think is powerful
- You think is successful
- Has taught you a lesson
- Is an educator
- You are grateful for
- Energizes you/this group
- You are proud of
- Is a good listener



### Appreciation Circle

Sit in a circle and tell each person to tell the person seated to the right something that they appreciate about them. The appreciation must be an honest feeling and should not lead to any verbal put-downs.

### Closing Circle

Sit in a circle. Ask a question like: What is one thing that you liked about today?

### New and Good

(In a circle) have everyone share something new and good that has happened to them recently. Everyone should have a chance to speak and be listened to by the rest of the group.

