

Synergy Games

Icebreakers/Disclosure Activities

1) “Reunited”

From “Building Team: Exercises and Activities” from UT Dallas

Goals: Find things in common, talk to everyone in the group

Group size: Any number, the bigger the group, the bigger the challenge.

Materials: None, although pen and paper can be helpful

Directions: After groups are formed instruct them to find 5-10 (depending on the time frame) things they all have in common. Challenge them to think creatively; places they have traveled, TV show they have watched, or some other experience. The first group to come up with the designated number of things wins, points for creativity too!

2) Name Tag Match Maker

Goals: Find things in common, talk to everyone in the group

Group size: Any number, the bigger the group, the bigger the challenge.

Materials: 5”x7” card for each person, pens, tape or pin to attach card as nametag

Directions:

1. Put your name in the center of your card.
2. In the upper left corner, write four things that you like to do.
3. In the upper right corner, write your four favorite singers or groups.
4. In the lower left corner, write your four favorite movies.
5. In the lower right corner, write four adjectives that describe you.

When everyone finishes, have them mingle with the group for a few minutes. Without talking, they are to read the upper left corner of the other group members' cards. When time is up, they are to find one or two people who are most like them and visit for a few minutes. When time is up, they are to mingle again reading the upper right corner of the other group members' cards. They then find the one or two people most like them and visit. Repeat with the lower left corner and lower right corner information.

To make sure everyone visits with several people, you could implement a rule that no two people can be in the same group more than once.

3) M&M's

Goals: Everyone discloses information, introduce element of surprise

Group size: Any number, but better for smaller groups.

Materials: M & Ms, enough for each participant to have a handful or more

Directions: Pass around a bag of M&M's. Tell the participants to take as many as they want. Once everyone has M&M's, tell them that for each M&M they took they have to say one thing about themselves. For instance, if a person took 10 M&M's, they would have to say 10 things about themselves.

4) Best Friend Introduction

From "Building Team: Exercises and Activities" from UT Dallas

Goals: To have people share about themselves from a third person perspective - their best friend. The idea is they may be more comfortable disclosing aspects of themselves if they are not talking directly about themselves.

Group size: The larger the group the longer it goes...

Materials: Questions, can be a fill in the blank sheet.

Directions: Ask the group to fill-in the sheet or answer the following questions as they would expect their best friend (outside of the group) to describe them.

I would like to introduce: _____(name)

She/ he is the kind of person who likes:

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

She/he greatly appreciated and values:

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

Some of his/her dislikes or pet peeves are:

- 1.
- 2.
- 3.

Someday she/he would like to:

- 1.
- 2.
- 3.

Problem-Solving Activities

5) Lap Sit

Goals: Solve a problem as a group, time everything just right

Group size: Enough to make a circle, but works better with big groups, even 250 people!

Materials: None

Directions: Have everyone get in a huge circle side by side. Instruct them to turn half a turn to their right. This should now look like everyone is in line facing the back of the person in front of him or her. Have them put both hands on the shoulders of the person in front of them. Then ask everyone to sit. They sit back on the knees of the person in back of them.

You have to be careful where large and small people are placed. Small people should always be in front of large folks! This usually works great and gets everyone laughing.

6) Brown Bag Discussion

From "Building Team: Exercises and Activities" from UT Dallas

Goal: To have an opportunity to discuss group issues in a fair way

Group size: Any

Materials: Small pieces of paper, paper bag

Directions: Have each person write down, on a small piece of paper, the topic that they think the group should discuss most. Have them fold the paper twice and deposit it in the bag. Shake the bag and take turns drawing out a topic, reading it and discussing it. Make sure that the person who wrote the topic is satisfied with the discussion before you move on the next topic. Remind people to use "I" statements.

Variations: Have the group write down questions to make it a an icebreaker, or write down different quotes and draw them out one at a time and talked about what they mean to the group.

7) Flapdoodling (simplified version of Mind Mapping)

From "Building Team: Exercises and Activities" from UT Dallas

Goals: A Flapdoodle is a very visual way to create ideas both latitudinal and longitudinal.

Group size: Pairs or triads

Materials: Sheets of paper, pens

Directions:

1. Give each person or group a large sheet of paper and a marker.
2. Ask them to write your topic, objective, question or subject in fairly large letters in the middle of the paper, then ask them to draw a box around it.
3. Ask them to draw four lines coming out of each corner of the box and write a related or associated idea with the box in the middle.
4. From there they can draw more boxes and continue to expand out or, for variety you can have them trade sheets of paper and add on to each other- sky's the limit.
5. Finally, post the sheet of paper and have people share their ideas, allow time for new associations and record every last idea!

8) Pro / Con.

From "Building Team: Exercises and Activities" from UT Dallas

Goals: When you are trying to look at an idea in a critical way and want to look at all sides of the issue, but want to move the conversation along, you can play this game.

Group size: Two even groups, in lines facing each other

Materials: Chalk board, white board or other recording method

Directions:

1. Divide the group in half. Designate one person, who is not part of a group as the recorder.
2. Form two lines that face each other. Designate one line as "pro" and one as "con".
3. Introduce an idea and have each facing pair give one pro and one con, depending on which line they are in.
4. Continue with each pair on down the line and have the recorder write each idea down.
5. The first team to run out of ideas- pro or con loses.
6. Continue on to the next idea, switching the pro or con, so that they alternate between the lines.

Warning: ask group members to be sensitive to using loaded language and ask them not to "name names" or attack any one individual.

9) All Aboard

Goal: This is a quick warm-up activity designed to stimulate thought about what makes a team /group effective.

Group size: 5-20 or so

Materials: 3 Phone books per group

Directions: Place a phone book (cement blocks work best, they are usually hard to find and carry around) on the ground. Explain that this is an exercise that will allow the team to examine how effectively they work together as a team. Say, "Your job is to get as many people off the ground as you choose, for as long as you choose."

The Rules:

"Off the ground means that no one may touch the ground. You may only use yourself and the telephone books. You cannot use anything else in the room to assist you.

Say, "You have 10 Minutes to complete the job." and repeat "Your job is to get as many people off the ground as you choose, for as long as you choose." If it is appropriate tell them you have been talking to the competition - name your biggest competitor and tell them they told you they could do it in seven minutes.

Ask for questions, clarify anything then start the clock.

Process: Have group/team rate their effectiveness on a 1-10 scale (1 meaning you didn't work well together, 10 meaning you were extraordinary). Comment on their ratings. Ask, "What would you have had to do to rate your teamwork a 10"? Ask high raters what made them rate the team so high (or low depending on response.)

10) Broken Squares

Goal: Get the group working as a team, break the ice, Expose the participants to behaviors that may contribute toward or obstruct group problem solving.

Group size: 6-18

Materials: Small pieces of paper, paper bag

Directions: A set of broken squares (pattern at the end of the exercise), Team Instructions, Observer Instructions.

Learning Points:

- Participation and cooperation by all members of a team are essential to attain team and individual goals.
- It is necessary to understand the objectives of the task at hand.
- Lack of communication makes the problem-solving process almost impossible.
- Problem solving requires that team members keep an open mind to a variety of potential solutions.

Preparation and Notes for Facilitator:

Make the broken squares by using the template below. Draw or enlarge on a copy machine, until each square is about 6 X 6 inches. Cut the squares apart on the lines. Mix them up and then put an equal (or about equal) number of pieces in 5 envelopes. Make sure each group has 5 complete squares or one set. You will need one set for each team of 5 members. If you use card stock 60 lb. or heavier you should be able to use the same squares over and over again. (A good way to recycle old manila folders.)

Print Instructions for each team and a set of instructions for each judge/observer.

NOTE: Teams must have 5-6 members each.

Each subgroup should congregate in separate locations.

For subgroups having six members, ask one person from the sub-group to volunteer to as a judge/observer. Give each judge/observer an instruction sheet.

Give each of the subgroups its set of five broken square envelopes, and instruct the subgroups to distribute one envelope to each of the five participants. (Do not open the envelopes until instructed to do so.).

Give each subgroup its copy of the "Broken Squares Team Instruction." Read these instructions to the subgroups. Ask for questions or ask the group questions to ensure understanding.

Instruct the subgroups to begin the task. Monitor the subgroups, along with the judge/observers, to ensure that the subgroups follow the rules fairly closely.

When the subgroups complete the task or time runs out, have the judge/observer help you lead a discussion of the experience. Ask, "What happened during the process?" Encourage the team to relate this experience to their work situation.

Have the entire team develop a set of learning points, which you record on a graffiti sheet.

Team Instructions:

Each of you has been given an envelope that contains pieces of a puzzle. When the facilitator gives you the OK to begin, you may begin to reach your objective that follows:

Goals:

Your team will be successful when there is a perfect square, each of the same size, in front of each team member.

Important:

You may use only the pieces provided.

No member may speak or gesture in any way throughout the activity.

Members may not ask another member for a piece, take a piece from another member, or in signal in any way that another person is to give them a piece.

Members may give pieces to other members.

Members may not place their puzzle pieces in the center area for other team members to take.

Your team will have up to 20 minutes in which to meet your individual and team goals.

Observer/Judge Instructions:

Your job is part observer and part judge:

As a Judge, make sure each participant observes the following rules:

There is no talking, pointing, or any other kind of communication.

Participants may give pieces directly to other participants but may not take pieces from other members.

Participants may not place their pieces into the center for others to take.

It is okay for a member to give away all the pieces to their puzzle, even if they have already formed a square.

As an Observer, look for the following:

How willing were members to give away pieces of the puzzle? Were participants more interested in getting than in giving?

Did anyone finish their puzzle, and then withdraw himself or herself from the group problem solving? If so, how did it affect the rest of the team?

Did dominant individuals emerge, or did everyone seem to participate equally?

Did you detect evidence of frustration? How did it affect the group?

What was the critical turning point(s) affecting the teams working together?

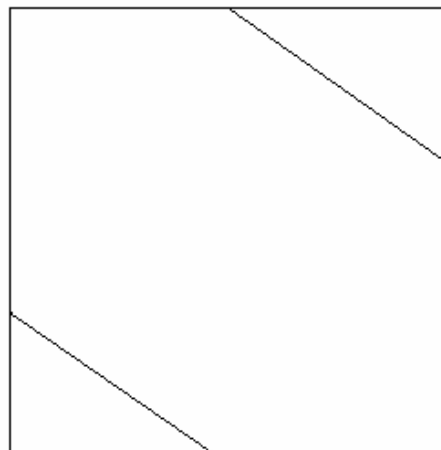
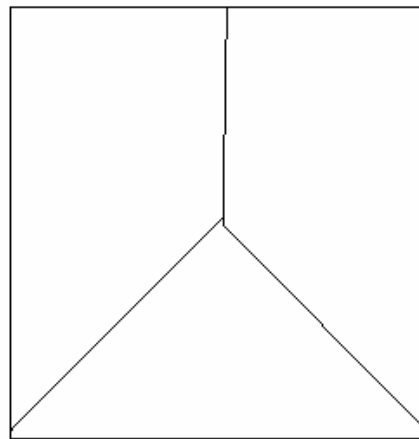
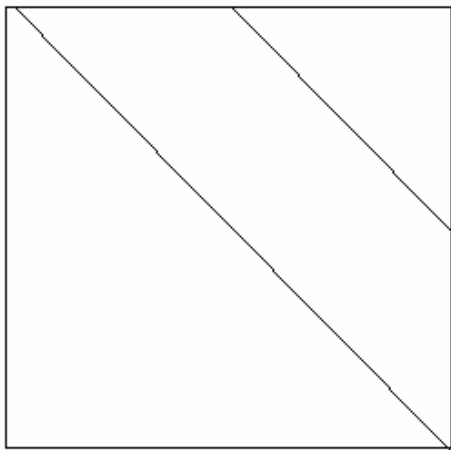
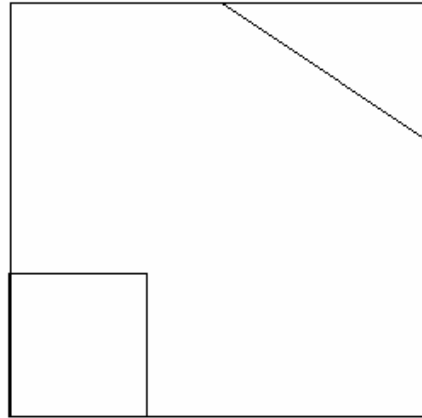
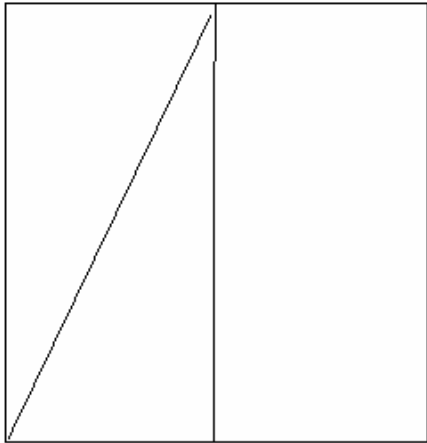
Other observations?

Answer Key on following page.

Broken Squares

Answer Key

Squares should be reproduced either on the computer, or a copy machine to be about 6-8 inches in size. Each square should be the same size before you cut them into the pieces shown.



Cooperative Activities

11) Assembly Line SWAPS

Goals: To see that working together is advantageous, to get more SWAPS done!

Group size: At least a few and up to a whole troop

Materials: Sample SWAP, materials and supplies to make SWAPS

Directions: Show the SWAP to all of the participants. Tell them that they are to make quite a few of these SWAPS in a short time, so therefore, they are going to make them "Assembly Line" style. Assign each participant one job, ie. Cut the wings out, cut the eyes out, hot glue the pieces together, etc.

12) Pipe Cleaners

Goals: To stimulate creativity and encourage working together

Group size: At least a few and up to a whole troop

Materials: 3 pipe cleaners per person

Directions: At the beginning of the session (or during a break) place three pipe cleaners at each person's place. Don't tell what they are for unless asked. When you are ready tell the group they are to create pipe cleaner sculpture. In other words, they can do anything they want with them. At the end of the session, ask each group of five people to select a winner. Then have everyone select an overall winner.

Make sure to give special recognition to any group that combines their pipe cleaners and uses all together to make something "better."

13) Tin Foil Sculptures

Goals: To stimulate creativity and encourage working together

Group size: At least a few and up to a whole troop

Materials: 12"x18" foil piece for each participant

Directions: Making tin foil people sculptures can be good because each person can make theirs individually (or helping the more craft-challenged like me), and then they can decide how to group the figures, maybe on a theme such as Promise. We did this at an adult training recently and made a Guider (fairly well endowed), a new Brownie making her promise (including salute) and a circle of other Brownies. Each person needs tin foil about 12" x 18". One V-cut on bottom edge about 6" and 2 on top edge about 4". Have participants scrunch up the foil to make a person.

14) Roles and Labels

From "Building Team: Exercises and Activities" from UT Dallas

Goals: To observe how roles can play out in a group, examine roles people play and identify both the positive and negative aspects of roles.

Group size: 7-15

Materials: Post-it notes with labels or other "head band type labels, paper, tape, string and odds and ends.

Directions: Give each person a role to "wear" on their head. Ask them not to look at it, but put it on directly. Tell the group that their task is to build a "tower" using the materials given (paper, tape, etc.) Ask them to treat people according to their labels. Designate at least two observers, who will not participate in the task. Have them begin the role-play, let it go on as long as they need to bring out some of the roles. Stop the role-play.

Facilitate a discussion with the following questions:

What did you think your label said? How did it affect your participation?

Are their labels among our group? How does it affect participation?

Potential labels to work with: "ignore me", "act surprised", "laugh at everything I say", "none of my ideas are good", "hang on my every word", "I confuse you", "tell me to shut up", "treat me like a kid", etc.

15) Build a Car

Goals: To stimulate creativity and encourage working together

Group size: At least a few and up to a whole troop

Materials: Graffiti paper and markers

Directions: Using graffiti chart paper, draw the outline of a car. Instruct the group to add components to the car and explain what it stands for and how they can relate that to the team. Give one example and then let them go.

Break team into groups of four or five. Allow 20 minutes for the team to draw the car and 5 minutes for each team to present their vehicle. The total time depends on the number of groups you have.

Some examples: Draw the antennae to make sure we have good communications or the wheels keep us in motion. Others I've seen, the review mirror to keep an eye on where we have been, head lights to help us find our way, a trunk to store all our knowledge and tools, the gas tank to provide fuel when we need it, etc.

16) Self Esteem Valentines

Goals: To make everyone feel good about themselves, have group think positively

Group size: At least a few and up to a whole troop

Materials: Construction paper, scissors, pens or pencils or markers

Directions: Have everyone cut a heart out of light colored construction paper 8-10" in size and write their name on it. Then, either post or pass the hearts around for everyone to write things that they admire, like or enjoy about the person. Each takes home valentine to look at when they are feeling badly or need a boost.

Physical Teambuilding Games

17) Hula Hoop Pass

Goal: Problem solving, communication, and teamwork

Group size: 5- 20 or so

Materials: 2 Hula Hoops

Directions: The girls should all stand in a line, holding hands with both of the girls next to them. Take a hula hoop (2 is better ... they like to compete with them) Have the girls pass the hula hoop over their bodies while their hands remained linked.

18) Caterpillar Relay

Goal: Problem solving, communication, and teamwork

Group size: 5- 20 or so

Materials: None

Directions: Each team forms a line and each girl must hold onto the waist of the girl in front of her. They may stretch out as far as possible so long as they don't separate. When the whistle blows, the girl at the back goes down on her hands and knees and must crawl through the legs of the whole group. When she gets to the front she jumps up, her waist gets grabbed, and the girl who is now at the back goes through. You can either do this down to the finish line or down and back (by reaching the turning point and having all girls spin around so they are facing back the way they came).

19) Human Knot

From "Building Team: Exercises and Activities" from UT Dallas

Goal: Problem solving, communication, and teamwork

Group size: 5-10, more is very difficult so might break into smaller groups

Materials: None

Directions: The group forms a circle. Each person holds out their right hand and grasps another hand as if shaking hands. All then extend left hands and grab another left hand. They should not have both hands of the same person or hands of the people on either side of them. The goal is to then untangle themselves into a single circle without releasing hands.

20) Balloon Train

Goal: Problem solving, communication, and teamwork

Group size: 5- 20 or so

Materials: a few medium sized balloons

Directions: Have the girls stand in line, front to back. Each girl has a balloon and the balloon is placed between your chest and the person in front of yours back. Object is to have the train move around the room without the balloons falling and without use of arms and hands. If a balloon falls they must get the ball back up trying not to let any more fall. As you can see this will take teamwork.

21) Easy ...Knot!

Goal: Problem solving, communication, and teamwork

Group size: 5- 40 or more

Materials: 10 foot rope, a 30-50 foot rope which is a different type of rope from 10 foot piece

Directions: Project goal: Large team ties an overhand knot at the secured end of a long rope without touching the secured end.

Preparation: Tie the two ropes securely together to make a longer rope. Tie the other end of the shorter rope to a stationary object such as a column, doorway, or post.

Instructions: Start the activity asking: "How many people know how to tie a simple overhand knot?" It is the first knot you tie when you tie your shoelaces. You might have to demonstrate on overhand knot with the rope.

Ask everyone in the group to line up and grab the long rope with one hand. No one should be holding the shorter rope that is attached to the longer rope and secured at the end.

The goal of the group is to tie a simple overhand knot in the short rope without touching the short rope in the process. The facilitator should be able to easily identify the knot when you are done.

Constraints:

- Everyone can slide along the long rope, but cannot let go of it or trade places with anyone in the line. The short rope cannot be touched. The long and short ropes can not be untied.
- The short rope cannot be touched.
- The long and short ropes can not be untied.

One solution strategy:

The whole team should slide toward the loose end of the long rope to create some unoccupied space on the long rope. The person closest to the short and long rope connection forms a loop in the excess long rope and steps through the loop. The rest of the group will also have to step through the loop just like the first person. When everyone is through, the team should have a loosely tied overhand knot. The team can maneuver the loose knot toward the short rope and pull it tight in the short rope with a little work. Most teams seem to send the person at the loose end of the long rope around the group to form the knot. That strategy will work, but it may be more confusing.

22) Spot

Goal: Problem solving, communication, and teamwork

Group size: 5- 20 or so

Materials: "spots" you have created out of newspaper sheets or similar

Directions: You have one spot for each person and you must have each foot on a spot. A person will say change and as they change one spot is removed until only one remains. As the spots disappear one at a time they must become creative and work as a team to see that everyone has their feet on spots.

23) Pulling Taffy

Goal: Problem solving, communication, and teamwork

Group size: Small groups of 8 to 10: even numbers work better.

Materials: None

Directions: Half the group sit on the floor facing each other. These people can hook themselves together anyway they want. The other half try to pull them apart. Then the group switches places.

24) Tower Building

Goal: Problem solving, communication, and teamwork

Group size: 5- 20 or so

Materials: Newspaper, tape

Directions: Give teams a pile of newspapers each and instruct them to build the tallest free standing tower. Give them a time limit.

25) Wrestle for candy

Goal: Problem solving, communication, and teamwork

Group size: 6- 20 or so

Materials: None

Directions: Pair them off to arm wrestle. The winner gets to have the loser feed them a piece of candy (or fruit, whatever you choose as the prize). If they fight against each other, neither will get much candy, but if they catch on and work together on win and lose, each gets more candy by working together instead of against the other.

26) Communications

Goal: Problem solving, communication, and teamwork

Group size: 5- 20 or so

Materials: None

Directions: Tell the girls that they have all lost their voices, and they have no writing equipment, etc. (to make it harder, no sign-language, etc.) They have to line up by: (Choose...) Age, Height, Date of Birth, Alphabetically, Alphabetically by middle name

Variation: Add blind folds

27) Not on the Team

Goal: Problem solving, communication, and teamwork

Group size: 5- 20 or so

Materials: Instruction cards with rules to trainer invented card games, decks of cards

Directions: One other activity that we did which taught us what it was like not to be a team player (at least that is what I got out of the activity) was to divide the people up into 3 or 4 groups, each group had a set of rules for playing a game of cards which was made up by the trainers. First everyone in their group learns the rules of the game for their group. Then one person from each group moved to a new circle, the other girls in the circle were not allowed to talk so you had no idea what the rules were you just played along as well as you could. After a round or two of the game another person from the original group went to another circle but you stayed in your new group and so on, so that everybody got a turn of sitting in on a game of cards that they had no idea of how to play. At the end of the activity you got to look at the rules. Sure got me thinking about leaving people out of things!

28) Make new verses

Goal: Problem solving, communication, and teamwork

Group size: 5- 20 or so

Materials: None

Directions: Put them into groups of the same size, preferably closest friends separated. Everyone sings Make New Friends together. Then each group is to write a new verse to the song within ten minutes, silly or otherwise. At time being called, go around the room and each group sings their verse and also teaches their verse to the other groups using the repeat after me method.

29) Magic Shoes

Source : Camp Pine Acres, 1990

Goal: Problem solving, communication, and teamwork

Group size: 10-15 or so

Materials: Something to delineate 2 lines – tape, rope, draw in dirt, etc.

Directions: Set the boundary lines about four feet apart. Have the team stand behind one boundary line, facing the other line. Tell the girls all of the directions. The entire team must get from one boundary to the other boundary. In between the boundaries is a pit. The only way to get across is by using the invisible magic shoes (any pair of shoes). All players must end up on the other side.

Rules :

1. Everyone may wear the shoes one time going one way.
2. Shoes may not be tossed back to the other side.
3. Once you have worn the shoes you may not wear them again.
4. Both shoes must be worn by the same person.

Let everyone work as a team to figure out a solution.

Safety : If the group decides to have people off the ground, be sure to spot

30) Walk In Step

Goal: Problem solving, communication, and teamwork

Group size: 5- 20 or so

Equipment: Take two 2x4 pieces of wood, around 8 foot long. Drill 6 holes into the wood, spaced evenly down the length of the piece of wood. Drill the holes large enough holes to put a piece of rope through. I drill a larger hole around the hole on one side (the bottom side) so I can sink the knot--so if the board is lying on the ground, the knots don't stick out and the board can lie flat. Tie 4' pieces of rope through each of the holes. (It's best to use cotton rope --something that's not going to get bristles in your hands.)

Directions: Now, lay the two planks side by side, about shoulder length apart. Pick a team of six people. The people stand in a line, each with one foot on one piece of wood and one foot on the other. Each person should place their foot so it is immediately behind a piece of rope and they should pick up and hold that piece of rope. Now they try to walk. :) It's actually harder than it sounds--it takes a lot of teamwork to do it. After they get pretty good, you can have races. If that doesn't challenge them enough, have them try to walk up or down a hill.

31) Switch-Off

Goal: Problem solving, communication, and teamwork

Group size: 5- 20 or so

Materials: Tape or some other way to make squares on the floor or ground.

Directions: You will need as many squares as you have girls plus one. These are placed in a line with a space equal to the size of the square in between. If you picture a chess board with you using the black squares for the girls to stand on, you'll get the idea. The squares must be large enough for girls to stand on. These can be cut from carpet squares or made with masking tape on the floor.

Each girl picks a square to stand on. Note the order in which they are standing. At the completion of the exercise, their order should be switched. A-B-C-D becomes D-C-B-A.

Rules: The girls may step only on their own square or the empty square. Girls may not share a square with anyone. Stepping on top of other girls' feet to move is considered sharing a square with her. Girls may hold onto each other for support and balance. If a girl steps off the squares or shares a square, the group has to return to the original position and start over. If any put-downs are used, the group must start over.

One solution: Girls A & B are side-by-side, with the empty square on the opposite side of Girl B. Girl B squats down so Girl A can move over her to the empty square.

Diagram: Start [x] [x] [x] [x] [] [o] [o] [o] [o]
 -----> <-----
 Object: [o] [o] [o] [o] [] [x] [x] [x] [x]

When time is up or they have completed the initiative, ask them the following discussion starter questions: *Who were the leaders of this activity? The followers? How was it for the people on the end? Did everyone feel involved in the process?*

Additional challenges: Give them a time limit. Blindfold or ask certain member to close their eyes. Make certain members mute- they are unable to talk. If they are having a particularly frustrating time, call time out and arrange their line in more of a horseshoe pattern, so they can see each other, do not forget to ask about this change in the debrief.

32) Emergency Improv

Goal: Problem solving, communication, and teamwork

Group size: 5- 20 or so

Materials: Boxes or bags with assorted interesting objects in it from around the house. These could be anything including recycled milk containers, mirrors, string, etc.

Directions: At the start of the session, have each person pull out one item. Do not tell them what it is for. Once they have chosen the item, they may not exchange it.

In groups of 4 or 5 tell them the following scenario: You were on your way to a WAGGGS conference on an a small south pacific island and your plane/boat was lost in a storm. You managed to make it to shore safely, but one or more of your party are injured. The items you have washed up on shore in the storm. In your groups find as many ways possible to use the objects you have to help you on the island.

33) Team Juggling

Goal: Highlight group/team synergy; provide practice working as a team; encourage problem solving within the team creatively; by focusing on process, highlights gains in productivity; ends teambuilding on an upbeat note, the end result of having FUN.

Group size: 5- 20 or so

Materials: 4 koosh balls, stopwatch or watch with second hand

Directions: Have participants arrange themselves into a circle an arm's length apart. Instruct the group/team on the objective and rules of the game

Objective of Game: To juggle several objects as a team.

Rules:

To follow this definition of juggling - Koosh balls touch each person in the same prescribed order. They will initially establish the order in the beginning.

Have the group establish an order that can be replicated. Throw a Koosh ball across the circle to another person. When a person receives the ball, they must hold up their hand and then throw the object to another person whose hand is not raised. After the ball has touched each person (the raised hands are intended to indicate who has received the Koosh), it returns to the beginning.

Tell the Participants to remember who they received the Koosh from and who they threw it to.

Go around again with a single ball to test their memory of the established order. They need not raise their hands. If they have this, do two Koosh. If not, sort out the order. Sometimes the facilitator must start over and establish a new order.

Go through a couple of rounds, adding more Koosh balls each time. Keep the pace brisk. During each round ask them how they define performance and it can be improved. When you have given them all the objects and they are performing reasonably well, time the round and tell them to improve their team time by 25%. Encourage them to brainstorm.

NOTE: Sometimes they need to be reminded about the definition of juggling.

Encourage the group/team to keep cutting the time until they maximize it.

Congratulate the team and review the learning points, adding any new ones the list already in progress from past exercises.

Learning Points:

Remind participants to "Think Outside the Box". (Tell the group initially not to place constraints on themselves that were not inherent in the definition of juggling.)