

# All about *Games to develop teams*

*Sandra Canniff BAsc(Hons), DipEd, MSc(Hons) educator for over forty years in Australia*

## *Introduction*

Facilitators use games to develop teams of all ages. While participating in games the brains of the team members are stimulated. Games can help team members see things differently and will require the use of different thinking styles. This increased brain activity can improve the retention of ideas while increasing fun and enjoyment.

**Middle and High School students** are now being asked to form responsible working groups both inside and outside of schooling. Teachers, community leaders and students in each school and/or community are being given the role of training the team members. One part of this training involves developing the qualities of effective team members. The material in these e-books is provided to help leaders or facilitators move through that developmental process.

The Games to develop teams collection consists of five separate e- books, plus one combining all five. Each e- book contains games that develop specific developmental skill. The games in each e-book or section have a common aim but each individual game has its own objectives. The e-books are arranged based on the life cycle needs of the team. The games are designed for use in conjunction with other training materials. The e-books are:

- Icebreakers - getting to know you
- Team energisers
- Team bonding
- Trust
- Closure
- Games to develop teams



## How are the games presented?

Each game is presented in a self-explanatory manner with the following information included:

- **title** and **illustration** describing the game
- the approximate **time** required to complete the activity
- the **aims** of the game
- the list of **resources** needed including the size and type of **space required**
- the most appropriate **number of team members** and how they are working e.g. in pairs
- Each game has been assigned a star **threat** rating from level one to level five. This rating provides an indication of how team members may perceive their participation. (This is explained in more detail in each e-book).
- the **procedure** is listed plus **variations**
- the **e-book** or **section** relating to type of game e.g. Team bonding
- Examples or **worksheets** are provided. These examples can be copied for use with the team members.

### Sample game

Team Bonding, Games to develop teams, Sandra Canniff, © 2013.

#### Road signs



**Time** 10 - 15 minutes  
**Aims** communication, co-operation, analysis, decision making  
**Group size** team of 6 - 14 (as a team) **Threat** \*\*\*

**Resources** a set of road signs printed or drawn on card, copies of Road signs expressions, decision action statements cut into strips, box  
**Space required** large enough for the group to sit in a circle

**Procedure**  
 The road signs used in the example are Australian road sign. You may need to modify with you local road signs. If you want to access larger versions of the signs to print for placing on the wall this web site may help: [http://www.artsbasedriveschools.com.au/road\\_rules/part\\_23\\_traffic\\_signs.pdf](http://www.artsbasedriveschools.com.au/road_rules/part_23_traffic_signs.pdf)

1. Spread either the road signs or the names of these signs on the floor. Provide a few copies of the Road sign expression sheet to the team. Explain what the road signs mean in this activity. (example can be found on the next page)
2. Explain to the participants that a statement will be drawn out the box and read. Each statement will require some decisions to be made or action taken. The team members need to think about the statement, discuss it and determine which road sign is a best fit for the actions to be taken. Then place it on the appropriate road sign/label.
3. Ask one of the team members to draw out an action statement.
4. Continue drawing out statements and determining the actions until the time has elapsed.

**Variations**

- Team members need to reach a consensus about the most appropriate road sign before they can move onto the next statement.
- If the team is large you may wish to divide into two smaller groups with two sets of signs/labels and two sets of statements.

Team bonding

Road sign expressions		
Stop sign		no decision/action will be made
One way sign		only one decision can be made
Round About		don't have any idea, going round in circles
Give Way		give way to a higher authority
100 kilometers per hour		know exactly what to do and will do it quickly
20 kilometers per hour		don't know quite what to do, move ahead slowly
Wrong way		need to talk to a lot of other people first
Crosswalk		need to be very careful not to hurt anyone
No right turn		creative solution required

Team bonding

Decision/action statements
<ul style="list-style-type: none"> <li>• If you were asked by a friend to loan them \$500, you would ...</li> <li>• If you were the only witness to a fight where someone was badly injured, you would ...</li> <li>• If you saw someone cheating on a major examination, you would ...</li> <li>• If you were asked by friends to skip classes, you would ...</li> <li>• If you knew that your friend's boyfriend/girlfriend was cheating on them, you would ...</li> <li>• If you found a \$50 bill in the playground, you would ...</li> <li>• If you saw someone stealing another person's wallet, you would ...</li> <li>• If you knew someone in Year 10 was going to pick a fight with a new Year 7 student, you would ...</li> <li>• If you knew that neighbourhood bullies were going to try to wreck the school dance, you would ...</li> <li>• If you knew who had damaged a teacher's car, you would ...</li> <li>• If you were asked to help set fire to the school, you would ...</li> <li>• If your friend was selling items stolen from the school, you would ...</li> <li>• If you knew the identity of a cyber bully, you would ...</li> <li>• If the team has been asked for advice on rule changes, you would ...</li> <li>• If you were asked to help stop the graffiti problem in the school, you would ...</li> <li>• If the Principal requested advice from you on a student issue, you would ...</li> <li>• If you really disagreed with the action taken by one of your teachers, you would ...</li> <li>• If you felt that the student government wasn't doing the right thing, you would ...</li> <li>• If you were asked to go on strike tomorrow, you would ...</li> <li>• If you were asked to reduce your global footprint, you would ...</li> <li>• If you were asked to set up a community news program but need to raise your funds, you would ...</li> </ul>

Team bonding

## Which e-book is right for you?

- The first question you need to ask yourself is - what type of team are you trying to develop?
  - a) If the participants are being brought together as a temporary team that has no charter for decision making, then you may not require either the team bonding activities or the trust activities. These activities are designed for forming decision making teams. You need the *Icebreakers*, *Team energisers* and *Closure* e-books.
  - b) If the participants are being brought together with a charter for decision making, then all of the games in these e-books will be of assistance to you. The team bonding and trust exercises will particularly help to form a team where the participants will both be able to speak freely without upsetting other members within the team and also feel that they can rely upon the support of each other in times of stress or crisis. You need the combined e-book '*Games to develop teams*'.
- The second question that you need to ask yourself is - how much experience have you had in developing teams? If you are an experienced facilitator, then there will be portions of these e-books that may be repetitious for you. If you are still learning yourself, then take the time to read the information presented on how to be successful. This collection of games is based on years of experience with both high school students and adults.
- As the person responsible for developing a team, the next question you will need to ask is what are your team's needs. Where are they in the team development cycle? How quickly do you need these team members to form into effective teams? There are many different games in each e-book or chapter of the combined e-book. It is best to choose a variety of techniques and challenges for your participants.
- The final question you need to ask, is this the only team you will be developing and what will you need for those future teams? If you will be continuing to develop teams then you probably need the combined e-book '*Games to develop teams*'.

These games have been provided in five separate e-books or chapters in the combined e-book. This grouping will help you to determine the type of game you will need for the level of development of your team. You may only require one e-book now. Or you may need all of them. Choose the e-books that best suit your circumstances.

**Order your e-books at [www.gamestodevelop.com.au](http://www.gamestodevelop.com.au)**