

The UNITE Program was developed to provide squadron leaders with the maximum flexibility to deliver programs that build cohesion for personnel within their unit. This includes assigned Active Duty, Reserve, and both APF and NAF Civilians.

This booklet contains a series of activities, exercises and games which you can adapt and use for your UNITE event. Feel free to change the contents to suit your needs but make sure you are totally familiar with the game/activity and that you have worked out how you are going to use and present the activity before using it with members.

❖ SECTION 1 - WARM UP ACTIVITIES

❖ SECTION 2 - ICE BREAKERS

❖ SECTION 3 - TRUST ACTIVITIES

❖ SECTION 4 - TEAMBUILDING ACTIVITIES

❖ SECTION 5 - DEBRIEFING ACTIVITIES

WARM UP ACTIVITIES

Add-on Tag:

Define a limited boundary. Have participants pair up. One pair is it and attempts to capture another pair by tagging them. The group that is it gets larger and larger as tagged pairs join it until only one pair is left untagged.

Attack of the Blob:

Define a limited boundary. Give three participants one soft foam ball each. These three “Blobs” take large, lumbering steps, make Blob noises, and chase humans. If a human gets hit by a foam ball, the human becomes a Blob and receives a foam ball. The only protection from the Blob is to fall into a dead bug position.

The Candle:

Each participant balances on one foot, tucking the other up against the inside of the opposite thigh. Put palms together in front of the chest and, while keeping the palms together, raise hands over the head. Close eyes as hands pass eye level. Maintain balance for 10 to 15 seconds, then switch legs and repeat.

The Clock:

Have the group join hands in a circle. Mark four spots inside the circle as “12 o’clock,”

“3 o’clock,” “6 o’clock,” and “9 o’clock” using cones or other markers on the ground. Have the group rotate 360 degrees in one direction, returning to the starting position, in as little time as possible, while maintaining the grip on each other’s hands. If the chain of hands is broken, the group starts again.

After discussing strategies, the group can try to improve its previous mark.

Partner Tag:

Have participants form a large circle standing arm’s length apart. If there is an even number of participants, designate one person to be it and another to be chased. If there are an odd number of participants, designate two people to be it, chasing one person? Have the rest of the group link elbows with one person standing next to them. Limit the boundaries of the game to a circle that is 4 feet larger than the circle of participants.

Participants cannot move unless they are it or being chased. Running during this game can result in injuries, so limit movements to “silly walks” or some other creative technique. The person who is being chased can reach safety by linking elbows with a person who is part of a linked pair. The other person in that pair then becomes the one being chased. The person being chased must move at least one pair away from their previous position before linking elbows with a new person. Continue the game until everyone has had a chance to actively participate.

Crows and Cranes:

Define a playing area similar to a volleyball court. Divide the group into two teams, “Cranes” and “Crows,” lining them up to face each other across the center line. When Crows are called by the leader, they chase the Cranes to the rear boundary area, and vice versa. When tagged, players must stand still (or join the other team).

Everybody Up:

Pairs of players sit facing each other with feet touching and knees bent. Without placing any other body parts on the ground, the pair must stand up together. Have each pair practice a few times, and then combine pairs to form groups of four, eight, 16, etc. Spot larger groups.

Human Spring:

Split into pairs facing each other with arms up and palms facing each other. Start out fairly close together. The object is for participants to fall toward each other at the same time when the facilitator gives the command, keeping their bodies stiff, arms bent at the elbows, and “spring” off their partner’s palms back to their original position. The pairs move farther apart with each cycle to increase the level of challenge. There is a risk of bumping heads together, so caution participants to lean their heads so they don’t line up with their partner’s.

People to People:

Form pairs with partners facing each other. A single player is the “caller.” As the caller yells “toe to toe,” “knee to knee,” “elbow to foot,” etc., the pairs perform the described connections. On the call “people to people,” players switch partners, and the person left unpartnered becomes the new caller.

Ping, Pong, Zap:

The “spinner” in the center of the circle directs all players to learn the names of the people to their immediate right and left. As a test, the spinner calls out “Ping!” and all players shout the name of the person on their right. At the command “Pong!” they shout the name of the person on their left. At “Zap!” they shout their own name. After a few practice commands, the spinner points to a specific player and gives a command. If the player responds correctly, the spinner continues; if not, that person becomes the new spinner. The game should be played at a fast pace.

Rat Tails:

Each player tucks about 4 feet of rope in a back pocket or back waistband of their pants; 1 foot of the rope dangles on the ground like a long rat tail. On “Go!” every player attempts to stomp on other rat tails and pull them out while dodging other stompers. The last one left with a tail attached is the winner.

Hands may not be used for holding or pulling.

Ice Breakers

Ice Breakers are a great way to get people to learn each other's names, find out interesting things about one another, and help people begin new relationships.

Aside from name games, ice breakers provide a way to establish common ground between participants, get everyone moving, and create an inviting environment.

Hoop Around

Get everyone to stand in a circle and hold hands, put the hula hoop on someone's arm and get them to hold hands again. The task is for them to maneuver the hoop around the circle in the quickest possible time without letting go of their hands. When they have completed this add a smaller hoop at the same time and have both hoops going in different directions. It's interesting when one person gets both the hoops! If you have large numbers have teams compete against each other.

Animal Game

Each person tells a partner what animal they would be if they could be an animal; they can't talk or write, but must only act and sound as that animal.

Eye Contact

Everyone moves around the room, doing whatever they want, until the leader says "FREEZE." At that moment, each player makes eye contact with another player, even one who is far across the room – and holds it. When everyone has made eye contact, the leader releases the group members to go over and meet the other player they are looking at. If students already know each other for the most part, assign them the task of finding out something interesting and unique about the person they are matched with. Then, have group members report interesting facts back to the large group

Famous People and Places

As each participant arrives, tape a 3 x 5 index card on their back with the name of a famous person or city. They must circulate in the room and ask questions that can ONLY be answered with a YES or NO to identify clues that will help them find out the name of the person or city on their index card. EXAMPLES:

Paris, Madonna, Santa Claus, John Wayne, Washington D.C.

Two Truths and a Lie

Each participant receives one index card and writes two true statements and one lie about him/herself. The facilitator collects the cards and standing in front of the group selects one card at random to read to the group. The group guesses aloud who wrote that card. If after several guesses, the author is not identified, he is asked to reveal his identity. The facilitator reads another card and the process continues until all the cards are read and their authors identified.

Would You Rather

A classic game played at summer camps everywhere, "Would You Rather" is actually an excellent, quick ice breaker for the workplace. Next time you're settling into a meeting or team bonding outing, take turns going around the table and asking each person a "Would You Rather" question.

Off Charades

Play a few rounds of charades where the presenters can pick only office-related things. If you're rusty on your charades skills, here's a quick refresher:

Pick a "presenter" to start things off.

Ask the presenter to think of an office item or activity. They can announce the category, but that's the last time they can talk.

Then have the presenter explain the item using only gestures. Any spoken words lead to an immediate disqualification.

Where Do You Stand?

Have participants sort themselves into groups based on their opinions on simple topics. For instance, ask participants to split into 'favorite toothpaste' groups. Participants might sort themselves into 'Crest', 'Colgate' and 'Don't care' groups. Try asking about house pets, (cats, dogs, fish, none,) pizza toppings, favorite colors, etc. This can also be used to split campers into groups for a game: just keep asking new questions until you have the number and size of groups you want

The Shoe

Have everyone leave one shoe by the door. Redistribute the shoes so everyone has one shoe that doesn't belong to them. Set a timer for five minutes, and tell everyone to find the shoe's owner and then strike up a 2-minute conversation, preferably about a subject other than shoes.

Hot & Cold

Hide something in the room, maybe some money or the meeting agenda or something random, then have the team try and work together to discover it. You only can respond by saying they're hot or cold when they search. Depending on how big your meeting room is, this might be an absurd assignment, but that just makes it a better ice breaker.

Getting to Know You Bingo

Explain that the group has 30 minutes to mingle, introduce themselves, and find people match the traits on the card. They must put the person's name in the corresponding box or have the person sign the appropriate square. The first person to fill five boxes across or down yells "Bingo!" and the game is over.

Trust Activities

Before attempting any trust activities, the group should spend time creating a foundation of trust that begins with a basic level of comfort with the other group members. Generally, trust activities should be done after the group has been introduced to one another, and spent some time participation in various ice breakers and other initiatives. If you introduce trust activities before there is a basic comfort level, participants may be unwilling to participate, or worse, create a foundation of mistrust. Additionally, be sure to use proper safety and spotting techniques in all trust activities as needed.

Face to Face

The leader has the group randomly pair up. Once introductions between partners are made, the leader gives the group a topic to discuss with their partner for 30 seconds or so.

At the end of the time, the leader will call for the group to switch partners and call out a new topic.

Try to choose topics that are both fun and insightful. Examples include:

“If you could have lunch with anyone from history, who would it be?” “If you could be granted one wish, what would it be?”

The Cookie Machine

The group forms 2 lines shoulder to shoulder, facing each other, and about 2 feet apart. Everyone lifts their arms out in front of them, alternating arms with people in the other line. The first person then runs and dives on to the bed of hands. The group then bounces and flips (rolls) the person to the end groaning "cookie-cookie." Assistant helps the person off the line.

Body Surfing

This is best done on mats or soft grass. The group lies down on their tummies about 1½' apart, arms outstretched, face down. The performer kneels at the head of the line by the hips. As they yell "surf's up", the line begins to roll, and they push themselves over the "hips". As everyone rolls the performer is pushed to the end of the line.

Wind in the Willows

One person stands in the middle of a circle of 10 - 12 people. This person crosses their arms, closes their eyes, and stays very stiff. Trust circle participants hold up hand, fingertips touching the person in the center, feet braced in a front-to-back stance. The person is passed gently around the circle. Note: The participant should choose a person to catch them first. Use the “ready to fall,” “fall on” calls!

Broom Twizzle

10-12 people stand in a circle. One volunteer goes in the center, holds the broom overhead and spins 15 times to the group’s counting while watching the broom head. After 15 turns the broom is placed on the ground and the participant attempts to step over it.

NOTE: The people in the circle must SPOT carefully. Everyone holds onto the performer for 10-15 seconds at the conclusion.

Rush Hour Traffic

Everyone partners up and has one blindfold. The person who is the car puts on the blindfold and holds hands up as “bumpers” right in front of shoulders, thumbs almost touching. The driver stands behind the car, placing hands on their shoulders. The facilitator plays policeman calling for “traffic rolling,” “slow for school area,” “red light,” “freeways,” etc. The drivers respond by steering their cars through the other traffic without touching or bumping anyone else. After a while groups change. “Beep beeping” is encouraged. (This is an excellent tool to relocate the group!)

NOTE: Special emphasis should be placed on caring for your car. Avoid holes, curbs, rocks, roots as well as other people.

Minefield

Set up about forty or more mouse traps. Line them up so as to make just enough room for one foot to barely fit. Get a volunteer to be the “victim”. Then get a volunteer to be the “guide”. Blind fold the “victim”. Place him or her at the front and explain to them that the “guide” will lead them through the field of mouse traps. To make things interesting have the “victim” remove their shoes. While they are preparing to “feel the Pain”, the other students will be or should be making enough noise for you to safely pull the sheet of mouse traps out of the way so there is absolutely no danger. But the “Victim” has no clue to this. As the guide leads the victim have a few mouse traps “pop” or trip to startle the “Victim”. Towards the end tell the “victim” that they will have to jump over a big section of the traps and not to jump too far because there are traps set up at the end.

The Blind Maze

Challenge to Participants

1. While keeping their eyes closed, participants are to maintain contact with the multiline from start to finish
2. Let participants see the beginning of the maze, before they close their eyes
3. The game ends when one or all participant reach the finish.

Variations for Accomplishing the Event

1. Have participants do this activity in pairs
2. Don't let participants speak or allow only a few participant to speak
3. Set up an easy and a more difficult event

Trust Duo

With a spotter in front and one behind, the participant falls either backward or forward. The appropriate spotter catches the faller and returns the participant to an upright position. The objective is to teach the participant to trust spotters, and to teach spotters how to spot properly. All participants will learn the verbal commands used by spotters and fallers. **Safety Precautions to Consider**

- Clear the area of obstacles.
- Spotters need a solid stance to avoid being pushed over or out of position by the faller.
- Be sure the faller and spotters know the proper commands:

FALLER	SPOTTERS
---------------	-----------------

“Spotters ready?”	“Spotters ready” or “Spotters not ready”
“Falling!”	“Fall on!”

Trust Levitation

The participant falls backward into the team’s spotting arms, is lifted to head height, and is then returned to the ground in a safe, controlled manner. The participant gains an increased level of trust for the team members by realizing that the team as a whole is able to lift his or her weight in any future challenge during low-course events. The team realizes that through teamwork it can accomplish many things.

Safety Precautions to Consider

- Ensure the area is free of obstructions and the team members have good footing.
- The spotter at the end of the line should support the head area of the participant, positioned between the two lines of spotters to prevent the participant from falling backward as the spotters lower the participant to his or her feet.

Variations for Accomplishing the Event

Have the participants keep their eyes closed throughout the event to learn trust of their team.

Trust Walk

Have everyone find a partner. One person is blindfolded and the other will be leading. The one who is leading needs to take the other through an obstacle course of some sort (it can be natural or made). The leader cannot touch the other person and must direct those using only words. To make it more difficult have an entire group lead one person and take turns.

Speed Networking

Form two parallel lines, one facing the other and on each turn, have the people take one step to the right, allowing them to meet each new person as the lines continues to move very slowly. After each turn, the person at the end of the line, runs to the other end of the line (north end of one line, and south end of the other line to avoid the same people networking twice.)

Hedgehog

For this you will need one marshmallow per group and a cocktail stick per person. Everyone places the cocktail stick in their mouth and the person at the front of the team puts a marshmallow on the end of theirs. They then pass the marshmallow down the line leaving their cocktail stick in as the marshmallow is passed. This soon starts to form a hedgehog that gets quite tricky to pass. The first team to finish wins.

Balloon Stomp

Give everyone a balloon and a piece of string with which they tie the balloon to their ankle. On the whistle everyone has to try and stomp on other balloons whilst not getting their own burst. If your balloon is burst you are out. The person with their balloon intact at the end wins.

Hearts, Clubs, Diamonds, Spades

Get everyone sitting on chairs in a circle. Go round and label everyone hearts, clubs, diamonds, spades until everyone has been named. Then simply take a pack of cards and turn them over shouting the suit as you do. When some ones suit is called, they must move to the chair on their right. So if you shout hearts all the hearts stand up and move to the chair on their right and sit down on the person who is sitting there. A person can only move when no-one is sitting on them. Keep going through the pack getting quicker as you do and stop when either you run out of cards or when everyone collapses in a heap laughing.

Have You Ever....?

The instructor asks questions of participants. Each participant who answers "Yes" raises a hand. The instructor can ask the following suggested "Have You Ever" questions. The group gets better acquainted and the instructor learns more about the group.

Sample Questions:

Climbed a mountain?	Skied downhill?
Seen a bear in the wild? Gone on a rafting trip? Ridden a horse? Gone scuba diving?	Skied cross-country?
Gone on a wilderness trek? Camped in the desert? Caught a fish? Seen a bear in the wild? Hiked a historic trail? Been lost?	Water skied?
	Done the Mile Swim?
	Rescued someone?
	Gone hunting?
	Fired a shotgun?
	Run a race longer than a mile?
	Given a speech?
	Donated money to a worthy cause?
	Helped someone make new friends?

Note: Make sure to gear the questions to the makeup of the group.

Back-to-Back Drawing

Teams are split into pairs of "listeners" and "speakers". Have each pair sit with their backs to one another. Give the "speaker" from each partnership an image (shape or collection of shapes depending on difficulty level wanted) to describe to their partner who is given a pencil and pad of paper. Each partner must describe their shape(s) to their partners without actually telling them what the shape is. Once pairs think they are done they may compare images.

The back-to-back drawing communication exercise will get your groups and couples working together, talking, and thinking about how they communicate.

Group Juggle

Establish a throwing pattern so everyone catches and throws the object (soft). They must say "John...this is for you" - the recipient must say "Thank you, Susan," before throwing it to another person they alert by saying "Fred...this is for you". After the sequence is established begin introducing more objects into the game until you have chaos!! This can be done with one "toy" asking the group to pass it around as fast as possible. World record is less than a second! This becomes "speed juggling."

See how fast one toy can make it around the juggling pattern without being dropped.

1. Start a second toy a couple of throws after the first and see if it can catch up.
2. Throw one toy in each direction.
3. Throw 2 toys in each direction.
4. Throw as many toys as there are participants and see how many the group can keep in the air.
5. Ask the group to come up with a way to successfully keep the pattern and group juggle one toy per person.

One Breath

Group stands in a line in an open area. Each person takes one breath, and one at a time runs as far forward as they can while yelling their name. They must stop when they can no longer make a sound. Everyone stays in place or marks place until everyone has had a turn. **No Cheating** by taking small breaths while running. This can be a team event with the next team member beginning where the first ended their run or the participant can run around the outside of the circle.

Blindfold Trust Run

Group of 10-1 people stand in 2 lines about 8' apart with 6' between people. Everyone holds their hands up to spot. The last 2 people are "stoppers". The performer stands blindfolded at the start, and with hands up, tries to run between the lines. The "stoppers" touch (catch) them at the waist to finish. Side spotters push from the shoulders or move away from the performer while protecting their passage.

Who Was My Guide?

The group divides in half. One half is blindfolded. The other half chooses a partner who is blindfolded, but may not talk to them at any time. They take their blindfolded person on a trust walk by allowing them to hold their arm. The blindfolded person may talk. At the end of the walk, the guide returns to their group. The blindfolded person then removes the blindfold and the roles are reversed. The guides then choose a blindfolded partner. Before taking off blindfolds, they separate. At the end of the game each person tries to identify their guide and say how they knew!!

Team Building Activates

Team Building activities are a great way to facilitate bonding with your team members, stress, and give them the chance to get to know one another outside of the office, wherever or whatever your “office” may be...

All Aboard

A group of 12 to 16 people must all get onto a 2-foot-square platform so that no one is left touching the ground long enough to recite the Airman’s Creed.

Equipment Needed

- ❖ One 2-foot square platform
- ❖ One 18-inch square platform
- ❖ One 12-inch square platform

Setup and Inspection of the Event

1. Place the platform in an area clear of any obstacles that could injure a person who falls.
2. Check the platform for sturdiness and any hazards such as protruding nail heads.

Safety Precautions to Consider

- ❖ Participants may not be on the shoulders or back to another
- ❖ Facilitators should spot the group

Down To One

This game was inspired by those wooden puzzles that were played with golf tees.

To set up the activity, lay Poly Spots (or other type of place marker, such as a paper plate) in a pyramid shape with five spaces in the bottom row. Have each player stand on a Poly Spot. The goal is to get down to one person remaining on the spots by strategically moving players while adhering to the following rules. The group can decide to move any player off of their spot on the pyramid to start the activity. The group can then “remove” another player by “jumping” them with another, as in checkers. Players can only move during the act of jumping or when being removed.

If the group does not properly move the players, there will be unmovable players spread out in the pyramid. If successful, the group will be able to get down to one remaining player.

Helium Stick

Have the group of 8-12 divide into two lines and face each other. Explain the technical rules to the group (very important): everyone's index fingers MUST remain in contact with the stick at all times, and the stick must rest on top of their fingers at all times (no grabbing, finger curling, etc.) Have the group extend their index fingers at waist level. Lay the stick across the group's fingers. At that time, the group must work together to lower the stick to the ground. Inevitably, the stick rises almost instantly – causing laughter, frustration, or confusion. The rise is caused by the small ripples of upward pressure as individuals each try to remain in contact with the stick. After refocusing, the group will be able to lower the stick.

Tip for success: When you place the stick on the group's fingers, apply slight downward pressure before letting them begin. This helps create the initial upward pressure that creates the "helium stick."

Hot Chocolate River

Lay two ropes on the ground parallel to each other, about 20 feet apart. Have the camper's line up on one side of the rope, and tell them that they are looking at a giant hot chocolate river. They must get their entire team across the hot chocolate river, but it is too hot to swim across, and too deep to walk across. (Obviously, they cannot walk around the river, since it does not end just because the ropes do). The only way to get across is by using the large, fluffy marshmallows that you provide (such as carpet squares, poly spots or paper plates).

Give the participants about eight or nine carpet squares, so that they have enough to get across with one or two left over.

Advise the group that this challenge isn't about physical abilities, but rather it is about communication. Unfortunately, the current in the river is so strong that it actually sweeps the marshmallows away if someone is not holding them down (with a hand, foot, or other safe appendage). If constant contact with a marshmallow is lost, remove it from the river and start over. Also, the marshmallows swell up once they are placed in the river, and they become too heavy to move again, so they must remain where they are placed.

Human Knot

Have the group make a large circle. (This game also works well as a race between several circles in larger groups.)

Have everyone put their left hand in the middle, and hold hands with someone in the circle, not directly next to them. Repeat with the right hand, and be sure to hold hands with a different person, who is not directly next to them. You can use 1foot buddy ropes[®] to reduce arm twisting if you like.

Then the group must use teamwork to unravel themselves into a circle again without coming disconnected.

Helpful Hint

Raging River

Set up 2 cones 10-20 feet apart (do the same with the other two cones). Divide campers into two groups. NOTE: the amount of boards per team must be 1 or 2 less than the amount of participants on a team.

Explanation: The area between the cones is a river filled with hungry sharks, and alligators. Each team's OBJECTIVE is to get their ENTIRE team onto the shore on the other side (where the other cone is) safely.

Rules: No board must be left without some sort of physical contact. Meaning that if there are no feet or hands on a board at any given time a shark comes out of the water and eats the plank (plank is removed by facilitator and they are unable to get it back). If a team member slips off a plank and touches the water (ground) the ENTIRE team must start over. There can be more than 2 people per plank in any given fashion so long as there is a hand or foot on each plank and no one is touching the water. When they have built a bridge across the team must not all run off the bridge as planks will be removed the last person in line crossing the bridge must pick up the last plank behind before it is unattended and hand it off to the person in front until it is safely on land. These planks can be used in the event one is taken away. The team who gets all of their team mates across wins.

Scrambled Puzzle

Have group sit blindfolded at either around a table or in a circle. One person sits out without a blindfold with his or her back to the group. They may not turn around to look at the group.

Spread puzzle pieces across the table in front of the blindfolded group. Use simple puzzles, such as preschool puzzles with large, obvious shapes.

The group must try to assemble the pieces into a completed puzzle. The person who can see will have the same puzzle, or a picture of the completed puzzle, in front of them. They can give advice or directions to the group to help them put the puzzle together completely.

Wireless Communication

1. Put the rope down as a starting line.
2. Ask the group to select their best listener. Bring that person forward 20' and blindfold them. Tell them they cannot speak from then on until the game is over. Also tell them not to move unless told to do so.
3. Ask the group to select their best communicator. Bring them forward 10' and turn them so they face the group, who should all be standing on the starting line, the communicator may not turn around to look behind them. However, they are allowed to speak.
4. Tell the group on the starting line they may not say anything the game is over.
5. Now produce some props- a chair, a hoop, a hat, a glass, a jug of water, etc.
6. Produce a set of written instructions, e.g. "Direct the listener to put on the hat, sit on the chair and pour themselves a cup of water, and then drink it!" -give these instructions to the group on the starting line.
7. Without speaking, the group has to make the communicator understand the directions so they can tell the listener what to do.

Note: "Mouthing" and whispering the directions to the communicator is not permitted. Miming only!

Sightless Height Alignment

While blindfolded or with eyes closed, group members must align themselves according to height.

1. No one may talk.
2. Blindfolds must remain in place.

Variations for Accomplishing the Event

- Have group members align themselves from the center out with the tallest person in the center, the next tallest individuals on either side, and so on.
- Have group members arrange themselves in order by date of birth.
- Have group members arrange themselves by color of eyes, number of siblings, size of feet, etc.

Sightless Square

1. Participants begin by forming a circle while grasping the rope with both hands. Next, blindfold the participants, and ask them to form a square. When they believe the square has been formed, have them hold their positions while they drop the rope and remove their blindfolds.
2. After they have been blindfolded or closed their eyes, all participants must keep at least one hand on the rope.
3. Blindfolds must stay in place until the facilitator announces that they may be removed.

Variations for Accomplishing the Event • Form a triangle.

- Form a pentagon.
- Form a circle.

Traffic Jam

Using only “legal” moves, two groups of at least four participants must exchange places on a line of squares. All members starting to the left of center should end up on the right, and all members starting to the right of center should end up on the left.

1. Place the squares an easy step from each other in a straight or slightly curved* line, with one more square than the total number of participants.
2. Have one group stand on the squares to the left of the unoccupied center square; the other group stands to the right. Both groups face the middle. Use a fair method, such as flipping a coin, to determine which side will make the first move. *The arced version allows participants to see what is happening.

1. Individuals may move to an empty space in front of them.
2. Individuals may move to an empty space around one person who is facing them.
3. Backward moves are illegal.
4. Any move around someone facing the same direction as the mover is illegal.
5. Only one person at a time may move.

Variations for Accomplishing the Event • Conduct the activity in silence.

- Set up a second Traffic Jam perpendicular to the first. Both lines must share the one empty space. (This is referred to as the “gridlock” version of the challenge.)

Debriefing Activates

Apples and Onions team Building Debrief

Gather the participants into a circle at the end of the activity or at the end of the day.

Tell the participants that they should come up with an onion and an apple for the day or the activity they just completed.

An Onion is a part of the day or activity that they did not enjoy, something they disapproved, or an experience they did not particularly like.

An Apple is a positive experience, such as a something they liked about the day, a specific act of teamwork they observed, a compliment for someone else, or other positive comment.

It's best to start the debriefing with the onion, so each participant can end on a positive note.

Thumbs Up, Down, Middle

This activity is a very valuable way to encourage participation in the debriefing part of your team building activity for a couple of reasons:

1. It allows participants to see how opinions of a particular experience vary greatly in the group.
2. It provides the facilitator with an opportunity to focus the group discussion on a particular topic.

1) Have the group stand in a circle, facing each other.

2) Instruct them to place one hand behind their backs.

3) On the count of three, they will make either a "Thumbs Up", "Thumbs Down", or "Thumb in the Middle" sign with their hand.

In this example, the signs represent "how the group worked together as a whole."

Thumbs up means the group functioned perfectly: took time planning, listened to everyone's ideas, no one argued, everyone participated in a positive fashion, etc.

Thumbs down that the group did not function well as a team at all: there were lots of arguments, no planning, inappropriate communication, etc.

Thumbs in the Middle that the group did well, but there is room for improvement.

4) Once you explain the "thumbs" scale, count to three, and have everyone present their thumbs and keep them in front of their bodies.

5) Ask the group to go around the circle and discuss one specific example why they chose the way they did.

Debriefing Grab Bag

Get a cloth bag and fill with seemingly random articles.

Typical items can include a small telescope, small water gun, foamy parts of the body (hands, feet, a heart, and a brain), a large nut and bolt. Other items you might include could be: puzzle pieces, a key, and a silly pair of boxer shorts, ear muffs, and cheap eye glasses.

After an initiative pass the bag around and all the participants grab an object and see if it did or did not relate to their experience and why or why it did not.

It's a great way to foster conversation and have fun.