



# Scholar System

## PROFESSIONAL LEARNING

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### Team Building Activities

October 13, 2023  
Dr. Victor Rios  
Love Jefferson

"We need to invite the souls of the young people that we work with, and once they're able to refine—identify their grit, resilience, and character that they've already developed—their academic performance will improve."  
- Dr. Victor Rios

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### What is a facilitator?

The word facilitation is derived from the Latin word 'facile' which, simply translated, means 'to make easy'. A facilitator is therefore someone who makes something easy for others to understand and learn.

Many people think of a facilitator as someone who teaches people about a certain topic. This is a misconception. A facilitator should facilitate more than teach, ask questions more than give answers, shepherd more than lead, listen more than talk, and observe more than participate. Team building facilitators should seek to give team members insight into themselves as individuals and as part of a group. The term "facilitator" implies a gentle guide. The guide escorts the team members to their destination, helping them through difficult spots, watching out for opportunities as well as dangers. The guide proceeds at a pace that is appropriate for the team members and allows them time to enjoy experiences along the way.

### An Effective Facilitator:

- Opens with personal sharing (sharing good news)
- Sets a positive tone
- Encourages participation from everyone
- Speaks briefly; is not long-winded
- Does not allow attacks on or intimidation of people
- Uses pairings or small groups to:
  - ensure participation by all
  - allow everyone to think through and express ideas
  - defuse tension
- Calls for breaks, energizers, or stretch as needed
- Keeps to the agreed-upon agenda and times
- Points out areas of agreement on controversial issues
- Summarizes consensus expressed
- Helps define areas to be resolved
- Closes activity with appreciations and a positive tone

### Reflection:

- What are your strengths as a facilitator?
- What could you improve?
- What would you like to focus on as a facilitation goal to begin the year?




## Framing the Activity

When framing an activity, simple is better! Framing can be divided into three easy stages.

### Stage 1: Objective

### Stage 2: Guidelines

### Stage 3: Reflection

	<b>The Group is Given the Objective</b> This is simply the goal of the activity and the task the team must perform.
	<b>The Guidelines</b> These are the parameters and structure of the activity. It is important to highlight what they may not do instead of telling them what they can do. Framing activities in this manner will encourage participants to be creative in their approach to each challenge.
	<b>Reflection   Debrief</b> This is where the facilitator makes sense of it all! This is the time immediately after the activity when the team gathers together and discusses what they did and didn't do, and what they can do better when life (or you) sends them their next challenge. The debrief is the most challenging and rewarding aspect of the process. This step is where the greatest impact occurs because it is through debriefing and discussion that change happens.

## Tips for Success

Have self-knowledge. Be aware of your own strengths and weaknesses. Acknowledge your biases, prejudices, principles, values and beliefs. Understand the impacts of your characteristics on others. Be capable of seeing the bigger picture. Stay detached enough to see patterns and relationships. Try to determine cause and effect, process and content from participants. Lastly, always be free of hidden agendas, follow through on commitments, and convey the message that they connect people involved.

**Keeping all this in mind, you will be ready to lead a successful training and workshop.**

**Go get 'em'!!**

## Team Building Activities

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### Commitment Lean

Props/Materials: Large climbing rope 2 ft in length for every participant

\*Setup: Tie the two ends of the rope with double fisherman's knots to make it closed. Place the rope on the ground in a large circle-ish layout. Invite the group to form a large circle picking up the rope and holding it with 2 hands.

<b>Objective</b>	For all participants to support each other by holding the rope during an attempt to lean back and sit on the ground at the same time.
<b>Guidelines</b>	<ul style="list-style-type: none"><li>• Everyone must take a step back at the same time. Everyone must sit on the ground at the same time.</li></ul>
<b>Safety</b>	<ul style="list-style-type: none"><li>• Be mindful of team members' physical limitations - if any. Do not pull excessively simply because you feel you can.</li></ul>

### Zombie Tag

(no props)

\*Setup: Create a large designated playing area (3 square feet per participant)

<b>Objective</b>	Is to be the last surviving human in the game.
<b>Guidelines</b>	<ul style="list-style-type: none"><li>• Choose 2-4 participants to be zombies.</li><li>• The zombies are not allowed to bend their knees or their elbows. It is their job to try and "infect" (tag) everyone else.</li><li>• If you get tagged by a zombie, your elbows and knees lock and you are now part of the zombie army!</li><li>• Everyone can move in the game only when the facilitator says "STEP". The facilitator may control the tempo of the game by calling "STEP" as quickly or slowly as they choose.</li><li>• If any participant takes more than one step instructed, they must take 2 steps back.</li><li>• No running, no crawling and no jumping over or around any obstructions.</li><li>• Play until everyone has been turned into a zombie.</li></ul>
<b>Safety</b>	<ul style="list-style-type: none"><li>• Be mindful of team members' physical limitations - if any.</li></ul>