

Facet5 - Icebreakers, Energisers and Brain Teasers

POWER OF PERSONALITY - REALISE YOUR POTENTIAL



1.0

Brain Teasers

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We have supplied a series of Brain Teasers that can be used as activities on their own or treated as energisers to help build team spirit and friendly competition.

Objective

To help re-energise participants during a training session or meeting and/or to help participants to unlock their creative thinking processes

Duration

10-15 Minutes for groups of 3-4 people

Resources

You will need the following resources:

- Quick Anagrams handout, enough for each group of 3 or 4 people
- Pen or pencils
- Small prize (optional)

Instructions

1. Form the group into equal sub groups of three or four people.
2. Tell them that their task is to decipher the brain teasers and that the group with the highest score will be the winners.
3. Tell them they will have five minutes and then each group will share their answers
4. You can make this a competitive activity by offering a small prize to the team with the most correct answers

1. Blood is thicker than water
2. Just in case
3. Down in the dumps
4. Hot under the collar
5. Add insult to injury
6. Free for all
7. First person singular
8. Distance running
9. An inside job
10. High IQ
11. Mixed doubles tennis
12. Teetotaller
13. Head and shoulders above the rest
14. More to it than meets the eye
15. Just between you and me
16. Water under the bridge

<p>BLOOD H₂O</p>	<p>CA JUST SE</p>	<p>DUMP DUMP DUMP GOOSE DOWN DUMP DUMP DUMP</p>	<p>COLLAR </p>
<p>INSULT + INJURY</p>	<p>GRATIS ALL ALL ALL ALL</p>	<p>PERSON PERSONS PERSONS PERSONS</p>	<p>DISTANCE </p>
<p>JOB AN</p>	<p>I FGH JKLMNOP^Q RS</p>	<p>BLODUSE TENNIS</p>	<p>T T +T ----- 3T</p>
<p>HEAD SHOULDERS ARMS BODY LEGS ANKLES FEET TOES</p>	<p>More it it thani</p>	<p>YOU JUST ME</p>	<p>GOLDEN GATE H₂O</p>

Objective

To help focus participants during a training session, and/or to emphasise the importance of understanding information before acting on it

Duration

5-15 Minutes for groups of 3-4 people

Resources

You will need the following resources:

- Quick Thinking handout, enough for each person or group of 3 or 4 people
- Pen or pencils
- Small prize (optional)

Instructions

1. Give each participant (or Group) a copy of the question sheet face down
2. Tell them they must not turn the paper over until you say so as this is a speed test.
3. Tell the group that their objective is to answer each question accurately, but they only have two minutes to complete the test. Tell them you will give them one minute, 30 second and 15 second warnings. (you can allow more time if you prefer)
4. At the end of two minutes go through the correct answers using the answer sheet provided.
5. Discuss how many people were caught out by the questions and why?
6. You may wish to offer a small prize to the person with the most correct answers.

1. Write your name in the square provided.
2. How many animals did Moses take aboard the ark?
3. Divide 30 by 1/2 and add 10, divide by 1/2 again and add another 10. (No calculators.)
4. Some months have 30 days, some have 31. How many have 28?
5. You go to bed at 8 o'clock in the evening and set the clockwork alarm to get you up at 9 o'clock in the morning. How many hours sleep would this allow?
6. If a doctor gave you three tablets and told you to take one every half hour, how long would they last?
7. How many sides in a circle?
8. How far can a dog run into the woods?
9. Which country has a 4th of July - the USA or the UK?
10. A man built a house of rectangular structure, each side having a southern aspect. A bear came wandering by. Which colour was it?
11. If you were alone in a deserted house at night and there was a lamp, a fire and a candle and you only had one match, which would you light first?
12. How many birthdays does the average person have?
13. Why can't a man living in York be buried west of the River Trent?
14. How much soil is there in a 2' by 2' by 4' hole?
15. Is it legal for a man to marry his widow's sister?
16. If you drove a bus leaving Croydon with 40 passengers, dropped 7 off and picked up 2 at Addiscombe, stopped at Sanderstead and picked up 10, went on to Purley, dropped 8 there and picked up 5 then drove on to arrive at Victoria 2 hours later, what would the driver's name be.

Name should be in the square below

None Noah built the ark

150

12

1, alarm clocks work on a 12 hour clock

3

2 - one inside and one outside

Half way and then starts running out

Both

White - it would be a Polar bear, you are at the North Pole

The Match

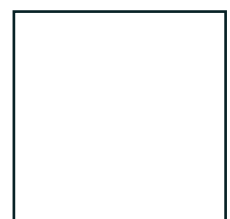
One, you celebrate annually

He is still alive

None, it is a hole

He can't, he is dead

Person should write their name here, as they are driving



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2. How many animals did Moses take aboard the ark?
3. Divide 30 by 1/2 and add 10, divide by 1/2 again and add another 10. (No calculators.)
4. Some months have 30 days, some have 31. How many have 28?
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Objective

To help focus participants during a training session, and/or to emphasise the importance of understanding information before acting on it

Duration

5-15 Minutes: Individual activity

Resources

You will need the following resources:

- Quick Thinking handout, enough for each person in the group
- Pen or pencils
- Small prize (optional)

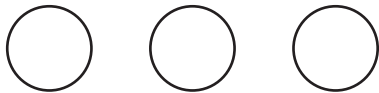
Instructions

1. Give each participant a copy of the question sheet face down.
2. Create a formal, test/assessment environment, no talking, if you finish the test early please let me know so that I can note your time.
3. Tell them they must not turn the paper over until you say so as this is a speed test.
4. Tell the group that their objective is to answer each question accurately, but they only have three minutes to complete the test. Tell them you will give them one minute, 30 second and 15 second warnings.
5. Discuss how many people were caught out by the questions and why?

Answer

Participants should only carry out the actions in Questions 1, 2 and 19. If they answer any other questions they have failed the test.

1. Pick up your pencil and read everything on this sheet
2. Put your name in the upper right-hand corner of the paper
3. Underline the word “name” in the second sentence.
4. Draw five small triangles in the upper left-hand corner of the paper.
5. On the back of the paper multiply 60 by 70.
6. Draw a circle around each triangle mentioned in statement four.
7. Put a dot in each circle mentioned in statement six.
8. Write “Yes” after the title on this paper.
9. Underline the word “Yes” in the previous sentence.
10. Put an X in the lower left-hand corner of this page.
11. Draw a square around the X you have just made.
12. Loudly call out your first name when you get to this point in the exercise.
13. If you think you have carefully followed the directions, call out: “I have carefully followed the directions.”
14. On the reverse side of this paper add 603 and 205.
15. Underline the answer to this problem.
16. Count out in your normal speaking voice from 1 to 10.
17. Punch three small holes in the paper on the following dots:



18. If you are the first person to get this far call out loudly: “I am the leader in following the directions.”
19. Now that you have finished reading carefully, do only the actions required in sentences one and two, then put your pencil down.

Objective

To help focus participants during a training session by using problem solving techniques

Duration

5-15 Minutes for groups of 3-4 people

Resources

You will need the following resources:

- Quick Anagram handout, enough for each person or group of 3 or 4 people
- Pen or pencils
- Small prize (optional)

Instructions

1. Form the group into equal sub groups of three or four people.
2. Tell them that their task is to decipher the quick anagram and that the group with the highest score will be the winners.
3. Tell them they will have five minutes - the first complete with the correct answers wins.
4. You can make this a competitive activity by offering a small prize to the team with the most correct answers

Answer

dirty room = dormitory;
here come dots = the morse code;
lost cash in, me = slot machines;
alas, no more z's = snooze alarms;
I'm a dot in place = decimal point;
eleven plus two = twelve plus one.

dirty room

here come the dots

lost cash in, me

alas no more z's

I'm a dot in place

eleven plus two

Objective

The quick test series are a great way to break tension or to help people refocus by thinking about another problem.

Duration

5-10 Minutes for groups or individuals. Make the round quick and short

Resources

You will need the following resources:

- Question and Answer sheet per group or individual
- Pen or pencils
- PowerPoint slide of questions if required

Instructions

1. Give each participant a copy of the question sheet face down.
2. Create a formal, test/assessment environment, no talking, if you finish the test early please let me know so that I can note your time.
3. Tell them they must not turn the paper over until you say so as this is a speed test.
4. Tell the group that their objective is to answer each question accurately, but they only have three minutes to complete the test. Tell them you will give them one minute, 30 second and 15 second warnings.
5. Discuss how many people were caught out by the questions and why?

Answers

1. Johnny
2. Meat
3. Mt Everest, it just wasn't discovered
4. This is not dirt in a hole
5. Incorrectly - unless it is spelled Inkorrektly
6. Billie lives in the southern hemisphere
7. You can't take a picture with a wooden leg. You need a camera (or iPad or cell phone) to take a picture
8. You would be in 2nd place. You passed the person in second place, not first
9. Neither. Egg yolks are yellow
10. One. If he combines all his haystacks, they all become one big stack

1. Johnny's mother had three children. The first child was named April. The second child was named May. What was the third child's name?

2. A clerk at a butcher shop stands five feet ten inches tall and wears size 13 sneakers. What does he weigh?

3. Before Mt. Everest was discovered, what was the highest mountain in the world?

4. How much dirt is there in a hole that measures two feet by three feet by four feet?

5. What word in the English language is always spelled incorrectly?

6. Billie was born on December 28th, yet her birthday always falls in the summer. How is this possible?

7. In British Columbia you cannot take a picture of a man with a wooden leg. Why not?

8. If you were running a race and you passed the person in 2nd place, what place would you be in now?

9. Which is correct to say, "The yolk of the egg is white" or "The yolk of the egg are white"?

10. A farmer has five haystacks in one field and four haystacks in another. How many haystacks would he have if he combined them all in one field?

Objective

The quick test series are a great way to break tension or to help people refocus by thinking about another problem.

Duration

5-10 Minutes for groups or individuals. Make the round quick and short

Resources

You will need the following resources:

- Question and Answer sheet per group or individual
- Pen or pencils
- PowerPoint slide of questions if required

Instructions

1. Give each participant a copy of the question sheet face down.
2. Create a formal, test/assessment environment, no talking, if you finish the test early please let me know so that I can note your time.
3. Tell them they must not turn the paper over until you say so as this is a speed test.
4. Tell the group that their objective is to answer each question accurately, but they only have 5 minutes to complete the test. Tell them you will give them one minute, 30 second and 15 second warnings.
5. Award a prize to the team or individual who has the most correct answers if appropriate

Answers

1. A clock
2. A Match
3. Pawns - in a game of chess
4. Tomorrow
5. A coffin
6. A stamp
7. A towel
8. A secret
9. He is playing monopoly
10. An onion

1. If you look at the number on my face you won't find thirteen anyplace.

2. Tear one off and scratch my head what was red is black instead.

3. The eight of us go forth not back to protect our king from a foes attack

4. What is it that's always coming but never arrives?

5. Who makes it, has no need of it.
Who buys it, has no use for it.
Who uses it can neither see nor feel it.
What is it?

6. What can travel around the world while staying in a corner?

7. What gets wetter and wetter the more it dries?

8. If you have me, you want to share me. If you share me, you haven't got me. What am I?

9. A man is pushing his car along the road when he comes to a hotel. He shouts, "I'm bankrupt!" Why?

10. Take off my skin - I won't cry, but you will! What am I?

Objective

This energiser can be played in rounds and helps groups come together to compete against other groups. It is useful to help energise the group and create a sense of competition in the team

Duration

5-10 minute rounds

Total time dependent on number of rounds

Resources

You will need the following resources:

- Sets of answer sheets for each group or individual for each round
- Pen for each group or individual
- Flipchart Scoreboard to register total scores by round

Alternative

To make the quiz more relevant to the group you can use information about the team and from the organisation. Refer to the questions in the 'Alternative Round' for examples of the type of information that could be used. This will take extra time and effort from the facilitator but can be very worthwhile. You can engage assistance from the organisation and /or refer to the Corporate and Shareholder documents found on many company websites. Replace one of the rounds with these questions.

This can be an interesting exercise for senior leaders who should know about their organisation and can highlight how people naturally work in silos and don't connect with the broader organisation or their customers.

Instructions

1. Provide each group or individual with a blank answer sheet
2. Ask them to create a name for their team and record on the top of the sheet
3. Split the flipchart into the required number of columns - depending on the number of rounds played. Leave the first column for the team name and the final column for the total score
4. Record the team names on a flipchart down the left hand column
5. For each round allocate approximately 10 minutes.
6. Ask each question in turn, have the teams record their answers
7. At the end of the round, read out the answers and have the group self score their results
8. Each correct answer receives 1 point
9. Every incorrect answer receives -1 point
10. Record the answers on the Leader Board

Round One:

1. How long did the Hundred year war last?
2. Which country makes Panama hats?
3. From which animal do we get catgut?
4. In which month do Russians celebrate the October Revolution?
5. What is a Camels Hair brush made from?
6. The Canary Islands in the Pacific are named after what animal?
7. What is King George VI's first name?
8. What is the colour of the Purple Finch?
9. Where are Chinese Gooseberries from?
10. What is the colour of the Black Box in commercial planes?

Answers:

1. 116
2. Ecuador
3. Sheep or Cows
4. November
5. Squirrel Fur
6. Dogs
7. Albert
8. Crimson
9. New Zealand
10. Orange

Round Two:

1. Which American state is nearest to Russia?
2. How many tentacles does a squid have?
3. If cats are feline, what are sheep?
4. Who captained Jules Verne's submarine Nautilus?
5. What is infant whale commonly called?
6. In which bay is Alcatraz?
7. What is an otter's home called?
8. What is Canada's national animal?
9. UNHCR is the United Nation's High Commission for what?
10. What common term refers to the amount of water vapour that is held in the air?

Answers:

1. Alaska
2. 10
3. Ovine
4. Captain Nemo
5. Calf
6. San Francisco Bay
7. Holt
8. Beaver
9. Refugees
10. Humidity

Round Three:

1. A phlebotomist extracts what from the body?
2. Who was president of Vietnam from 1945-54?
3. What is the name of the paranoid android in the novel 'The Hitchhiker's Guide to the Galaxy' by Douglas Adams?
4. Who painted The Water Lily Pool?
5. In the human body what is the hallux?
6. Port Said is in which North African country?
7. Contest fought between medieval knights with lances on horseback?
8. The Tokyo stock exchange index?
9. In which country did the world's largest ferris wheel (as at 2008) open for rides in March 2008?
10. What ancient rulers wore a double-crown symbolizing their joined upper and lower lands?

Answers:

1. Blood
2. Ho Chi Min
3. Marvin
4. Claude Monet
5. Big Toe
6. Egypt
7. Joust
8. Nikkei
9. Singapore
10. Pharoahs

Round Four: Facet5 Round

1. How many factors are in a Big 5 Model?
2. How many Facet5 Families are there?
3. When someone is Determined, Goal Focused, Driving and Purposeful, they are What ?
4. How many sub-factors are there in the Facet5 model?
5. What is the Interpreting Factor?
6. When someone is Eager, Energetic, Extroverted - they are?
7. When someone is Reliable, Consistent, Conscientious, and Practical they are?
8. What are the sub-factors of Will?
9. When someone is hard-nosed, shrewd, pragmatic and commercial they are?
10. When is there a right and wrong in personality?

Answers:

1. Five
2. 17
3. High Will
4. 13
5. Emotionality
6. High Energy
7. High Control
8. Determination, Confrontation, Independence
9. Low Affection
10. Never

Alternate Questions:

Select 10 questions from below:

1. When was the company established?
2. Who is the chairman/Owner/CEO?
3. What is the current Company tag line?
4. How many employees does the company have?
5. What is the current share price?
6. What profit did the company make in the last financial year?
7. What are the key strategic elements of the Company for this year?
8. How many retail outlets does the company have?
9. How many countries does the company serve?
10. How many customers does the company serve?
11. What is the current Employee Engagement score?
12. How many shareholders does the organisation have?
13. What is the web address of the company and what is on the home page?
14. What number would you ring to contact the company?
15. What is the top selling product in your company?
16. What is the current customer satisfaction rating?

Answers:

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

Team Name:

Score:

Question 1:

Question 2:

Question 3:

Question 4:

Question 5:

Question 6:

Question 7:

Question 8:

Question 9:

Question 10:

Total:

Objective

This energiser will help participants change pace during a lull in training or to have a break from what they are focusing on in the workshop.

Duration

10 minutes per location

Total time dependent on number of rounds

Resources

- A blank sheet of paper as an answer sheet
- Pen or coloured marker

Instructions

1. Use the 6 'World Traveller' exercises on the next few pages. Each of these will take around 10 minutes to complete so you may choose to use only a few of them
2. With the help of 10 clues, in an order of decreasing difficulty, participants have to guess which city, country or place is being described
3. You can read the clues can be read out all at once, at the start, or two at a time at regular intervals during your training
4. Ask participants to write their name on a piece of paper and record their answers as soon as they think they know it
5. Once all rounds are complete ask the teams to provide their answer sheets back for checking
6. You can offer a small prize for the first person to hand you the correct answer.

Location One:

1. This capital city is the centre of the country's railway system
2. It celebrated its 800th anniversary in 1947
3. It boasts more than 2500 monuments
4. The cathedral of St Basil was commissioned in the mid 16th century to commemorate the conquest of the Tatar Kanate of Kazan
5. Under Ivan The Great, it was known as 'New Constantinople'
6. Its underground system has to cope with around 9 million passengers a day
7. The city's famous citadel was rebuilt in stone in 1367
8. It was invaded by Napoleon in 1812
9. A vodka and ginger beer drink is named after this city
10. When Lenin arrived in 1922, it became the capital of the Union

ANSWER – Moscow

Location Two:

1. This country's origins can be traced back to 112 BC
2. It has been invaded many times by its large and powerful northerly neighbour
3. The major religions of this country have developed into 'Tam Giao'
4. The southern part of this country was conquered by the French in 1867
5. A range of mountains and highlands called 'The Annamite Cordillera' covers 75% of the country
6. The currency is the dong
7. It has two extensive river deltas; the Song Hong in the north and the Mekong in the south
8. As well as the official language, Chinese, English, French, Khmer and Malayo-Polynesian are spoken
9. Ho Chi Minh's forces defeated the French at Dien Bien Phu in 1954
10. The war between the Communist north and the American backed south ended when Saigon fell to the Communist forces in 1975

ANSWER – Vietnam

Location Three:

1. Its name comes from the soothsayers who used to live on the hill on which this sovereignty was built
2. The tombs beneath the city include that of a famous Saint
3. Its palace is one of the largest in the world and houses a highly valuable art collection
4. Michelangelo spent four years painting the ceiling of a chapel here
5. It is the destination of pilgrims from all over the world
6. The city has an army of around 100 Swiss guards
7. Entrance to the city is through St Peter's Church
8. It is the world's smallest independent state
9. It has a population of only 1000 people
10. The Pope is the sovereign

ANSWER - Vatican City, Italy

Location Four:

1. This is the capital city of a country which is divided into two parts.
2. It suffered severe earthquakes in 1848, 1855 and 1942.
3. It was founded in 1842 by Edward Gibbon Wakefield.
4. A cable car runs the 400ft journey from Lambton Quay to Kelburn.
5. Its government building is one of the world's largest wooden structures, and is known as 'The Beehive'.
6. The city was named after Arthur Wellesley.
7. It is known as 'the windy city' because of the constant west winds.
8. The site was settled by Maoris around the 12th century.
9. Its Maori name is Pōneke
10. It is situated in Cook Strait.

ANSWER – Wellington, New Zealand

Location Five:

1. Seven states in America have a place of the same name as this capital city.
2. It dates back to the 3rd century BC.
3. It used to be the capital city of the ancient kingdom of Attica.
4. One of the city's most famous landmarks was destroyed in 1687 by Venetian forces besieging the Turks.
5. Lord Byron once said of this city, 'Shrine of the mighty! Can it be that this is all that remains of thee?'.
6. Its population has quadrupled in the past 40 years, and now makes up a third of the country's population.
7. Steeped in history and once famed as an oasis of peace and beauty, this city now has dire noise and air pollution problems.
8. You can get a meal here in an estiatorio, a taverna or a psistaria.
9. Piraeus is the name of the city's busy port.
10. Aristotle, Plato and Socrates are just some of the intellectuals linked to the city

ANSWER - Athens, Greece

Location Six:

1. This country is rich in bauxite.
2. The Arawak Indians once inhabited the island, but were exterminated by the Spanish
3. It was named Santiago, by Columbus, after the patron saint of Spain
4. The island is situated in the centre of the greater Antilles chain of island in the Caribbean Sea
5. About two thirds of the country is a limestone plateau more than 3000 feet above sea level
6. A British colony since 1670, the country gained independence in 1962
7. Errol Flynn and Ginger Rogers visited the island
8. It was once a central player in the slave trade
9. 'Jerk chicken' is a local specialty
10. Bob Marley called this country home

Answer, Jamaica

2.0

Ice Breakers

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Introducing your neighbour 2.31

Objective

To help people to get to know each other and introduce them to the group. A fun interactive activity that creates a lot of energy and noise

Duration

4 minutes per team - debrief 30 seconds per persons. Total time dependent on group size

Resources

You will need the following resources:

- A4 sheet of blank paper
- Colour pens, pencils, crayons - a set per table to share
- Blu-tak or adhesive to pin to a display board

Instructions

1. Form the group into pairs
2. Provide each person with a blank A4 sheet of paper and access to shared drawing pens, coloured textas etc
3. Ask them to draw the person in front of them
4. Allow only 2 minutes per person - no more
5. At the same time the person needs to ask questions of the person for them to then introduce them to the group
6. The questions should help the group get to the know this person, without being overly personal
7. After each person has drawn the other the group takes it in turn to introduce the person they have drawn, revealing information about them that others might not know
8. When the introductions are complete place their name at the top of the picture and pin to a display board
9. The pictures can become the centre point for collecting further information on that person
10. For example their commitments, values, aspirations and goals
11. Each new item can be added to the picture to form a collage of the individual
12. If the session forms part of a multiple part programme the pictures can be kept and revisited to review the information

Objective

To help people to get to know each other in a fun and interactive way. Also useful as a self-perception exercise a way of introducing bias to a group conversation

Duration

15-30 minutes dependent on group size

Resources

You will need the following resources:

- Flip chart paper - 1 page per person
- A pack of Facet5 Image Cards - one per team member or small group
- Blu-tak to adhere the images to the flip chart sheets
- Colour pens, pencils, crayons - a set per table to share
- Adhesive to pin the flip charts to a display board

Instructions

1. Provide each person a Flip chart page and set of image cards
2. Ask them to create a story that describes them using the image cards only
3. They can tell any story about themselves that will help the group understand more about them, their likes, preferences, history, role, family, likes, dislikes etc
4. When each person is finished hang the flipcharts around the room
5. Encourage people to review the charts and then as a group (depending on the time) ask them to tell the story of the individual
6. This can create a lot of laughter and interesting assumptions as people view the images from their own perspective
7. The idea is that people look at the world in different ways and that you can't always understand a person just by what you see
8. After the group has tried to guess, have the individual tell their story, moving to the next flipchart until finished
9. To shorten this exercise don't complete steps 5-7, instead just have the individual tell their story to the group one by one
10. Take photos of the flipcharts for distribution to the group after the workshop

Objective

This icebreaker is useful to help break the ice in a fun way at the beginning of a training session or meeting. It works well in encouraging participants to open up and share their feelings and have a little fun doing it.

Duration

10-20 minutes dependent on group size

Resources

You will need the following resources:

- 1 A4 Page per person folder in half length wise- Can be colour paper
- Icons or pictures to cut out - optional
- Colour pens, pencils, crayons, scissors - a set per table to share

Instructions

1. Provide each person a A4 tent fame page. A firm card or heavy weight paper is best
2. Ask them to create a Bumper sticker that they feel currently represents how they feel at work at the moment
3. They can use all the materials provided and it should focus on something fun or humorous
4. When each person is finished ask them to introduce themselves and to reveal their Bumper Sticker.
5. It can sit on the desk in front of them for the duration of the session
6. If you have time, you can ask participants to create a new Bumper Sticker at the end of the programme that represents their learning or commitment that can sit on the their desks back in the office

Examples

- I'm not bossy, I just know what you should be doing.
- I'm so far behind, I thought I was first.
- Five days a week, my body is a temple. The other two, it's an amusement park.
- I am not out of control I am just taking the path less managed
- Worrying works - 99% of the things I worry about never happen
- I had a life - but my job ate it
- Work is a four letter word
- Work with me People

Objective

Bingo is a common icebreaker exercise and the bingo card is usually created by someone who sends out a questionnaire before the workshop asking delegates to share some information about themselves, such as number of children, holiday destinations, favourite football team, etc. The bingo sheets can, as a result, be highly personal and specific. However, they require a lot of admin up-front and can fall apart if someone doesn't show up. This version mitigates those problems.

Duration

10-20 minutes dependent on group size

Resources

You will need the following resources:

- Bingo form - with supplied questions or tailored content. The supplied form can be copied and cut into 3 cards
- Pen
- Prize (if appropriate)

Instructions

1. Hand out the bingo forms, one per person, and give the following verbal instructions
2. Allow 10/15/20 minutes (dependent on size of group) for people to move around the room talking to the other delegates in order to answer the questions on the sheet
3. Once you think you've found the correct person for each question, write the answer in the box and ask them to sign in the box beneath.
4. Once you have completed all the boxes, shout "Bingo!"
5. The first person to correctly complete all the questions wins a prize (if appropriate).

Who lives the furthest away from here?	Whose children have the highest cumulative age?	Who went the furthest on their last holiday?	Who has been in their current job the longest?
Who has the most pets?	Whose birthday is first in the year?	Who has the most surprising hobby?	Who has been to the most countries?

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Objective

It is usual at the beginning of a course to ask people to share a bit of information about themselves. However, many people are nervous about speaking in public and under-confident about what may be interesting about themselves. As a result, their introductions are often too brief and repetitive as everyone takes their cue from the first person and tends to repeat similar interesting facts, such as a golf handicap.

This exercise is good at diffusing tension and getting more energetic conversations going. Most people are happy talking one-to-one and then more confident talking publicly about someone else. The introductions are usually more relaxed and often funny as a result.

Duration

10-20 minutes dependent on group size

Resources

No resources required

Instructions

1. Ask them to turn to their neighbour (you may want to stipulate 'to your left' or 'clockwise' depending on the room layout) and have a discussion in which they each discover:
 - Each other's names
 - Each of their jobs/roles
 - What each of them is most looking forward to during the day
 - Something interesting about each other or,
 - for groups who already know each other, something about them that nobody else in the room knows
2. Give them 10 minutes for these conversations after which they must each introduce the other
3. You can be as creative as you like with the questions they ask and use in their introductions

3.0

Energisers

Contents

Elevator Pitch	3.33
Smile	3.34
Personality	3.35
Team Totem	3.36
Block - UP	3.37
Team Bus	3.39
My Life as a Leader	3.40

Objective

This works best for groups who already know each other or who have already been working together during the workshop. When they do, it can get energetic conversations flowing and focus the mind. It can be useful, at the beginning of a session to highlight the most significant issues in order to avoid getting bogged down in detail.

Duration

10-20 minutes dependent on group size

Resources

No resources required

Instructions

1. Break the group up into small groups (perhaps by tables) and give them the following brief (verbal or on a PowerPoint slide)
2. You have five minutes to decide what you would say if you were stuck in a lift with a journalist for 1 minute about, eg*:
 - What the most significant learning was from yesterday (for Day 2 of a workshop)
 - The strengths and weaknesses of your group/team/department
 - The most significant issues facing your team over the next twelve months
 - The biggest opportunities your team has in the next 12 months
 - The biggest challenges facing your team
 - Where you'd like to be in 5 years time

* Ideally, pick a topic that relates to the next session or the overall aim of the day so that it focuses thinking.

Objective

This energiser is purely about the laughs. It is useful for sessions where participants have been concentrating and staying focused for some time and need some light relief. The energiser is also good for encouraging teams to relax and have a little fun.

Duration

10 - 15 minutes

Total time dependent on number of rounds

Resources

No resources required, just a willingness to participate

Instructions

1. This energiser is based on a children's game courtesy of the Trainer Bubble Ltd.
2. The idea is to ask people to pair up and stand with their backs towards each other
3. On the count of three they must turn and face each other and keep a straight face. The first person to smile or laugh is 'out'
4. Once participants have done this, you should ask them to switch pairs and continue the energiser
5. You usually end up with one pairing that is particularly good and in this case you should encourage everyone in the room to try and make them laugh.

Objective

This energiser is great at getting people talking to each other, it raises the energy levels in the room quickly. It is important in order to maintain a positive atmosphere to remove the risk adjectives or negative images from the packs.

Not only does this energiser help people decide on how they want to be seen, but they also receive feedback from others on how they are seen. You will often find that people start with a fixed view of how they see themselves but this can change with receiving and giving of cards.

Duration

15 - 20 minutes

Total time dependent on number of participants. Requires about 8 people, no more than 16

Resources

- a pack of image or adjective cards - one pack for approximately 3 - 4 people
- remove the risk adjectives or images

Facilitator Questions

- “What view of yourself did you start with? did that change as you went through the process?”
- Where you surprised by the images/adjectives you received? Do you think they are a good representation of you?
- Did you find it hard to find the image or word you were looking for?
- Do you notice common themes across the group?
- Thinking about your work as a team did you learn anything new from this exercise that would be beneficial in your work?

Instructions

1. Hand the cards out in any random order. Ask the participants to sort them out into two piles: those that are true for them for most of the time and those that are not true or less true. (This usually takes about three minutes).
2. The second task is for participants to get rid of all the cards that are NOT true for them. The catch is that they can only get rid of a card by giving it to someone for whom it IS true.
3. The aim is for each person to end up with at least five or six cards that are wholly true for them.
4. As each person moves around the room they provide a card they wish to get rid of to the person it represents. They should explain why they are giving it - without disclosing the image or adjective first
5. In turn they must then take a card from that persons discard pile
6. This card is selected at random and is added to their pack and reviewed - to either keep or discard
7. The facilitator can also have an extra set of cards that people can swap a card with them for a random card
8. Once everyone has a set of cards that describes them, you have a number of options. Here are some suggestions
9. In open forum, get each person to reveal what is on their cards
10. Split people into groups and ask them to introduce themselves to each other using the cards
11. Ask a few of the facilitator questions of the group

Objective

This energiser is great to tap into the creativity of the team. It brings together diverse view points and ensures that people explain their viewpoints in a different way by having to assign an image to the strength.

Duration

30 minutes

Total time dependent on number of participants.

Resources

- a flipchart paper for each group
- Coloured pens, crayon, paint, magazines for images or other media

Instructions

1. Hand each group a sheet of flipchart paper - lay it out in Landscape not portrait to help save space and provide a set of materials. Groups can share resources if required
2. If using paint provide protection to venue surfaces with newspaper or paint drop cloths
3. Have each team discuss what they see as the signature strength of the team. This is a good exercise to follow on from a team strengths exercise or team definition process
4. Have teams discuss that strength in behavioural terms. What are they doing when they do it well, how does it make them feel, how does it positively impact on others
5. Using these descriptions have them draw an image on their flipchart paper that will go to form a part of the team totem. It can be an animal or figure. It cannot be larger than the flipchart paper.
6. When complete have the teams join the images together
7. Have each group talk through their image and how it relates to the other images in the totem

Objective

This energiser is great to help teams understand the valuable role of communication and can prove that sometimes everyone is right and their requirements need to be met.

Duration

30 minutes for a group of 6
Total time dependent on number of participants.

Resources

- a set of blocks or lego in at least 3 colours
- a minimum of 25 blocks for each colour
- instructions for each of the individuals within the team

Instructions

1. Participants must build a shared tower using the building blocks provided
2. Each member of the team is working from their own instructions that the others are not aware of
3. They cannot talk throughout the activity.
4. The instructions should be placed on a separate piece of paper for each participant and should either be from the list below or variations on the same theme
5. Participants must not share their instructions with each other at any point
6. Participants must not talk throughout the activity

Review:

Have the team rate their effectiveness on a 1-10 scale (1 meaning you didn't work well together, 10 meaning you were extraordinary). They should then comment on their ratings.

- How did they communicate?
- Were there any leaders throughout the activity?
- What difficulties did they face?
- What frustrations, if any, were there?
- How did they feel throughout the activity?
- What worked? What didn't work?
- What would they do differently next time?

Instructions: Team Member 1

You will be building a tower with your team, here is your objective. Remember you cannot share this information or talk to other team members during this exercise:

The tower must be fourteen storeys high

.....

Instructions: Team Member 2

You will be building a tower with your team, here is your objective. Remember you cannot share this information or talk to other team members during this exercise:

The tower must be built with Blue and White blocks

.....

Instructions: Team Member 3

You will be building a tower with your team, here is your objective. Remember you cannot share this information or talk to other team members during this exercise:

The tower must be built with Blue, White and Red blocks

.....

Instructions: Team Member 4

You will be building a tower with your team, here is your objective. Remember you cannot share this information or talk to other team members during this exercise:

The tower must contain at least 20 blocks of various sizes

.....

Instructions: Team Member 5

You will be building a tower with your team, here is your objective. Remember you cannot share this information or talk to other team members during this exercise:

The tower must be built by you ONLY!

.....

Instructions: Team Member 6

You will be building a tower with your team, here is your objective. Remember you cannot share this information or talk to other team members during this exercise:

The third row of the tower must be in Blue blocks ONLY!

Objective

This is a fun activity to use at the beginning of a team development session to help team members describe what it is to be an effective team

Duration

20-40 minutes dependent on group size

Resources

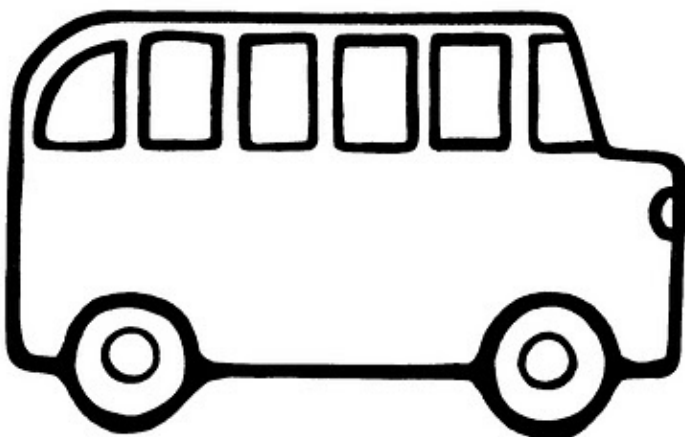
- Flip-Chart paper
- Colour Pens
- An outline of a bus as per below drawn on each flipchart

Instructions

1. Using flip chart paper, have the team draw the outline of a bus.
2. Instruct the group to add components to the bus and explain what it stands for and how they can relate that to the team.
3. Give one example and then let them go.
4. Break team into groups of four or five.
5. Allow 20 minutes for the team to draw the bus and 5 minutes for each team to present their vehicle. The total time depends on the number of groups you have
6. Ask them to consider how they will keep this bus serviced and on the road - what are the behaviours and actions of the team that will do this

Some examples:

- Draw the antennae so that we have good communication or the
- wheels keep us in motion
- The rearview 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 petrol tank to provide energy when we need it.



Objective

To enable participants to share experiences, develop rapport and discuss previous experiences and situations in a relaxed environment. It helps people understand who and what they can leverage from team members - we all have pretty interesting histories.

Duration

15-30 minutes dependent on group size of upto 12, minimum of 4

Resources

- No resources required

Instructions

1. Have the group form a circle with their chairs so they can all see each other
2. Display the list below and appoint a person to start or ask for a volunteer. Select a category below and have the person discuss their experience/s surrounding the scenario. When they have had their turn, they can choose the next person and the topic.

- A difficult situation I managed to turn around
- A situation I resolved with a creative solution
- A relationship that was broken and I fixed
- Something I did really well
- A moment when I came to a big realisation
- A conflict that I resolved well
- An ingenious solution to a problem I had
- Something that changed my life
- A mistake I made and learnt from
- A challenge I overcame