

SKILL 2 – TEAM SPIRIT FOR GROUP - ERIA



1) DESCRIPTION OF THE TOOL

Team spirit can be defined as a sense of unity among people that allows them to work together harmoniously.

This tool is just one way to bring your team together and improve team spirit. Try it with your colleagues or in your team.

Team building challenges improve communication!

This is a great exercise to do with a group of people who don't know each other yet or get to know more your colleagues. After the exercise, the participants will have a lot to talk about, because during they will find things they have in common.

2) OBJECTIVES OF THE TOOL

There are many different reasons why good companies promote team spirit, such **objectives** as:

- To improve communication
- Increase employee morale and motivation to work
- Learning and understanding each other's strengths and weaknesses
- It builds and strengthens team trust
- Evolving company performance.

3) CONNECTION OF THE TOOL WITH THE SKILL

The practical tool is directly related to raising the team spirit and getting to know the team, because it has to be done in a group.

4) RESOURCE MATERIALS

This task requires space, free time for all people involved.

A couple of A4 sheets of paper and stationery.

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5) HOW TO APPLY THE TOOL

Steps to follow:

Time allocation: it depends on trainer who sets the time. It can be limited or not – depend on team's communication speed.

1. Divide group to 2 parts, move them apart so they don't hear each other,
2. Give each group 1 piece of paper and a pen,
3. 1st part – trainer gives a task to both groups – each group separately finds **six common things** that are in each group to all members and write on paper. Call them **similarities**. For example-all members of one group likes fishing, all from one city etc.
4. 2nd part – switch papers other side- trainer gives to a groups find for **each member a difference** and write on paper with what he/she is unique from others in a group. Like – Martha likes monkeys, Edgar went to karate etc. The more specific the better.

After these 2 parts there has to be written **6 similar** things on one side of paper and as much in each team are people written **differences** on other side of paper.

3rd part – Unite groups with guessing game – each team reads 1 thing from their lists. Other teams' task is to guess – 1.is it similarities or differences? 2.If it's difference-then who's is it? The team who is guessing has not more than 30 seconds to guess and for each right answer gets 1 point. Team leader counts points.

The team who guesses more about other team and gets more points – wins.

In addition to personality traits, you can also identify other similarities and differences within the team. Some examples of these are music tastes, things they want to improve upon, visions for the company, etc. Adjust the theme according to the group's preferences and interests.

6) WHAT TO LEARN

In this exercise teams get to communicate more and get to know better each other. Therefore, in this way, the team comes together, gets to know each other more, and discovers commonalities and differences and uniqueness's. Which can be useful when working in teams or tasks that need to be done together in order to achieve the company's goals. This task is cohesive.



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