

Let Go

My Ego

Team Building Event



Creating Transformational Experiences
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Let Go My Ego

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Be Legendary

Introduction to Be Legendary and www.BuildingTeams.com

Be Legendary was founded to help organizations build successful teams through individual discovery and experience.

A **real** team requires many attributes to be successfully implemented:

- Common Goals
- Leading and Leadership
- Communication
- Trust
- Accountability
- Problem Solving
- Decision Making

As a company, we focus on every aspect of a real team. We have developed team building products and workshops to help your team successfully implement the attributes we have listed above.

We created these products to be as easy as possible to facilitate, yet powerful enough for you to achieve your desired outcomes.

You could have purchased, or may even own, any number of books on team building activities with hundreds of exercises. But, if you are like most of our customers, after looking through the book, you are left more confused than ever, wringing your hands and wondering,

*'Which one of these activities is **actually** going to work?'*

This is where we come in and we are here to help you every step of the way.

You did not simply purchase this activity; you purchased our professional expertise. You can call and speak with any one of our facilitators about your specific needs, group, and environment. We are here to help make sure this event will work for you and to provide suggestions for tailoring it to fit your team's needs.

There may be times when all you need is to talk to someone and be reassured that the activity **will work**. We are more than happy to do this as many times as necessary until you feel completely confident with your choice and with facilitating the exercise.

This is the same approach we take with our own workshops, so you may want to consider giving us a call for your next training event, retreat, meeting or conference to find out how we can help you.

Make it a great day!

Be Legendary Facilitative Staff

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Complete Instructions to Run a Successful Event



Purpose

The power that each person has to influence success is made perfectly clear in this activity.

Participants must overcome frustration and resist the temptation to blame each other in order to accomplish the task. They learn that in the face of challenge it is often easier to sacrifice integrity and end up behaving opposite of their intention. This exercise reveals this tendency in a profound manner and helps participants choose healthier ways of reacting.

The team members must work through frustrations and differences of opinions to solve this magically difficult event. Have fun and don't blame it on My Ego!



Length of Exercise and Short Agenda

Total time needed is approximately 30 to 45 minutes and should not exceed 60 minutes. The duration depends largely upon how quickly your group accomplishes the task and how much discussion is generated.

- 5 Min. Introduce activity & cover ground rules (if any)
- 15 Min. Activity
- 20 Min. Group discussion
- 5 Min. Wrap up and set expectations – Miracle 10%

The discussion is the most important piece of this agenda as that is where the knowledge learned in the activity is transferred back to life, work, etc

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Safety Tips

- Be careful when placing the bar down on participants' fingers and be sure you do not hit anyone in the head or eye.
 - The bar may go up VERY quickly with some groups. Be prepared to grab it so it does not fall on anyone.
 - Emotional safety is paramount. Step in if tempers rise and things get ugly. This rarely happens, but the activity is designed to get people to try to blame others for not accomplishing the task.
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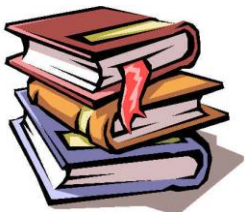
Equipment You Will Need

- One 'magical' Ego bar or any lightweight rod, 12 to 20 feet long.

Materials that will work:

- Almost any tent pole will work well and folds up nicely for transport.
- Purchase a wooden dowel from a building supply store. It must be at least one foot long per person, so with a larger group (10+) you will run into transporting problems

The ONLY time the bar will not go up is if you use a bar that is too heavy. For example, you cannot use a solid wood shower curtain rod for a group of 5 people. The bar will NOT go up.



Storyline

It is up to your team to transport a plutonium and helium mixed bar to a safe place. The bar is stabilized by the energy from your bodies. It will remain stable as long as every member is in contact with the bar. If you hold the bar or restrain it with anything more than gravity, it could overheat and explode. It is safest to transport the bar at waist height then lower it from there to the holding place. If the bar rises, it becomes unstable and could explode.

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Setup

1. Have the participants (10-20) stand in two rows facing each other. With their index fingers pointing straight across to the person on the other side, have them tell that other person he or she is "Awesome!"
 2. Explain the objective of the exercise: The team will transport the magical bar to a designated place on, or just above, the ground. You can use a chair, block, shoe, etc... for a target above the ground.
 3. Have participants hold out their index finger at waist height.
 4. These are the rules:
 - Each person's finger must remain in contact with the bar at all times.
 - Only gravity can be used to keep the bar in contact with the fingers.
 - Finger must stay UNDER the bar.
 5. When the instructions are clear, place the bar on top of the participants' outstretched fingers.
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Variations

- Blindfold some or all of the participants.
 - Silence some of the louder voices.
 - Have some of the team observe and switch.
 - Once the team has restarted several times, tell them to stop restarting and simply try to drop the bar
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Dynamics to Watch For:

- People breaking social rules, cursing, insulting one another, yelling mean things.
 - What are people saying and are they listening to each other?
 - Level of frustration and what is causing it.
 - People blaming each other.
 - The changing energy level of the team.
 - Cheating. Be sure all participants are in contact with the bar.
-



Questions for Group Discussion

1. What was your first thought about this event and what do you think about it now?
 2. What did this activity help you learn about communication?
 3. If you were frustrated, what caused it and how did you overcome it?
 4. Did the team stop to plan any strategy before attempting the task?
 - a. Why or why not?
 - b. Would that have helped?
 - c. Do you see this same pattern at work, (lack of planning, jumping into a project)?
 5. How can you apply what you have learned back to your work?
-

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Tips and Tricks from Our Professional Facilitators

- You may want to stop the group if the yelling and poor communication gets out of hand. Have a short discussion about what constitutes good communication and let them try again.

- Another setup option is to lull the participants into thinking they already have a good handle on communication.

To do this, simply sit them down before the exercise with a sheet of paper and something to write with. Have each participant draw a line down the middle of the piece of paper. Tell them to individually write down all the necessary components for good communication on one half of the sheet. Give them 60 to 90 seconds.

Next, in small groups have them share their lists. If they hear something not on their list already, have them write it on the other side of the paper. Give them 5 minutes to accomplish this.

Have each group read off its master list. Again, if the other groups do not have one of the components of communication on their list, have them write it down.

Now every participant should have the EXACT same list on his or her sheet of paper. Take a minute to discuss whether this is absolutely everything necessary. If the entire group comes up with something new, write it down.

At this point, everyone should be feeling very good about what is necessary for good communication and thinking, "I already know this stuff!"

Start right into the Let Go My Ego exercise and watch the communication breakdown. This will produce a dramatic and memorable effect as well as lots of material for discussion after the event is over.

- If you see someone cheating, you may or may not

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want to broach the subject of integrity. This can be dangerous and should never be directed at ONE individual. Use neutral statements addressed to the entire group. See the facilitative tools below.

- Someone will ask you why the event is so difficult. There are two parts to the answer:
 - i. The goal of lowering the bar is difficult because each individual is trying to stay connected to the bar with his or her finger. If one person moves slightly faster than another, the slower person will become disconnected. They then bring their finger back up to the bar, which makes someone else disconnect. The cycle continues until the bar is above everyone's head.
 - ii. What compounds the difficulty and creates the frustration is that each individual is fulfilling his or her responsibility. Everyone is trying to lower the bar and stay connected at the same time. The danger in this is the thought that, "If I am doing my job, it MUST be someone else's fault!" This is what leads to the blaming and negative communication cycle.

Have fun and don't blame it on My Ego!

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Facilitative Tools

The key to a good facilitation is to let **the group** discover and learn what is appropriate for them. As the facilitator, do not try to manipulate the questioning to get the group to observe what **you** feel is important.

Below are some tools to help you with your questioning of the group. These tips will allow the group to discover their own learning without you manipulating the conversation.

Maintenance Tools

Throw-Back:

Team Member: "How can we possibly get through this obstacle?"

Facilitator: *"If it were possible, what would need to happen?"*

Share Observations:

Facilitator: *"It is very quiet. What does the silence mean?"*

Facilitator: *"It seems that not everyone is actively participating. Is there a reason for this?"*

Review Group Agreements:

It is very important to review base rules when the group becomes disinterested, when rule violations are occurring without thought, and when the group is attacking each other personally.

Facilitator: *"Remember the ground rules we discussed as we began to talk about this event." (If there are any)*

Check-In:

If a group is really struggling or people are becoming very frustrated, interrupt the activity and ask:

Facilitator: *"So what are you doing right now that is working?"*

Facilitator: *"What is not working?" "Why?"*

Accept/Legitimize/Deal With or Defer:

Create a safe environment for participation by:

Accepting an idea: Respond neutrally to a participant whose ideas are "out of synch" with others in the group

Legitimizing an idea: Discover the relevance of all contributions

Dealing with an idea: Agree together about how to move forward

Defer an idea by saying:

Facilitator: *"You're not convinced we're not getting anywhere? That's OK, you may be right. Would you be willing to hang on for 15 more minutes and see what happens? Yes? Thanks."*

"The issue you just raised sounds like it is important to you. Can we finish debriefing this event before we move on to discuss your issue?"

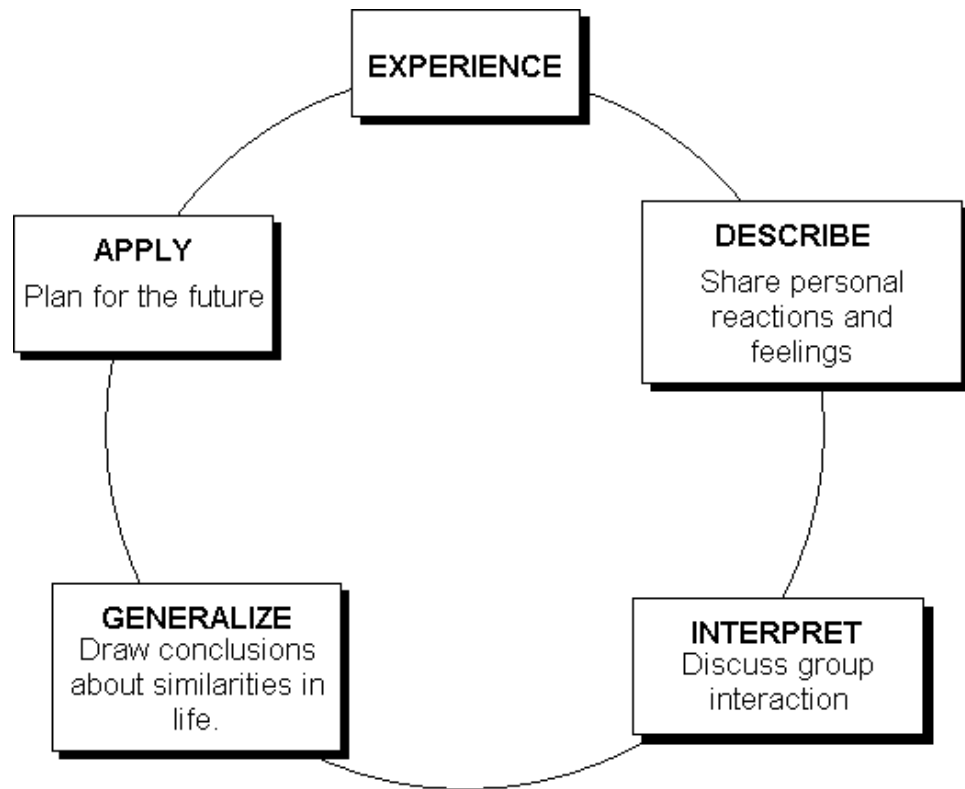
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Clarity Tools

	When You Hear:	Respond With:
Universals	All Every Never	"All?" "Every?" "Never?"
Rules	Should Shouldn't Must Can't	"What would happen if...?": "What causes or prevents...?" "Must?" "Can't?"
Non-Specific Verbs		"How specifically?"
Non-Specific Nouns	We It	"Who specifically?" "What specifically?"
Quantifiers	Too Much Too Many Too Expensive	"Compared to what?"
Statements	I Don't Know That Is Impossible	"Well, if you did know, ..." "If it were possible, what would need to happen?"

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Learning Cycle Stages



1975 Annual Handbook for Group Facilitators, University Associates

Stage 1: Experience

The experience forms the basis for the rest of the cycle. The facilitator presents an activity or game, which is specifically structured to provide an experience from which to draw relevant learning.

Stage 2: Describe

In this stage, the facilitator asks the participants about their feelings and reactions to the experience. The focus in this stage is on the individuals' feelings and experiences. Ask questions such as:

"How did you feel?"
"What did you do?"
"What happened to you?"

Stage 3: Interpret

In this stage, participants discuss what went on between group members during the exercise. Good questions to ask to help process individual reactions into collective ideas include:

"Why do you feel the way you do? "
"What caused that particular result or feeling? "

Stage 4: Generalize

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In this stage, the group generalizes their experience from this exercise and explores how the lessons might be reflected in other areas of their lives. Participants are asked to focus on situations in their personal or professional lives that are similar to those in the activity. The task is to identify similarities and state principles that can be applied to other situations. Some questions to ask include:

"What did you learn from the experience?"

"What other similar situations have you experienced?"

"How does this relate to your work life?"

Stage 5: Apply

Finally, participants are encouraged to decide on a course of action for the future. As a facilitator, ask questions such as:

"What do you want to remember from this experience?"

"What would you do differently in a similar situation?"

The Miracle 10% - One Idea for Closure

The Miracle 10%

This is quite possibly the easiest method you have in your arsenal for assuring participant buy-in regarding the process of change.

In front of the group simply ask:

"Who feels they can improve <insert topic, i.e. communication> by 10%?"

99.9% of the time, everyone will raise their hand. (This is not to say that these people are not already trying as hard as they can. They probably are, but that does not mean there is no room for improvement. Sometimes you need to make the distinction.)

"Does everyone agree that improving 10% is a reasonable goal?"

Everyone will agree. After all you are not asking for a HUGE change, just a small one. Talk about how each person's small contribution adds up to an overall large change.

"There are 15 of you here. So if each person improved 10% that would amount to a 150% improvement. What would work be like with that kind of improvement? How much better would our communication be? (Open up for discussion and create a specific list)

"So it sounds like everyone agrees that with just a small

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individual effort to improve, we would all be much happier.”

“Each person then will be responsible for their own improvement. You will each need to hold yourself accountable.”

Set the right expectation.

“We all agree 10% improvement is a reasonable goal but I want you to think for just a moment what that REALLY means.”

“After we leave today, we will be expecting to see a difference in <insert topic>. But a 10% improvement means that 9 times out of 10, you will see me (use yourself as an example) doing the same old stuff I always did.”

“And the one time I actually do the right thing, you may not be around. So you may see me do the same old stuff 15 or 20 times before you actually see me improving. It is important to have trust in me and the fact that I have agreed to work on improving and that I am consciously doing so.”

“Each person here must have that same expectation and when you do catch someone doing something right, make every effort to point it out to the person who did it and to everyone else. It is hard to become tired of praise, regardless of how well you handle it.”

At the end of the workshop, you can have everyone spend 15 minutes writing out how they will improve by 10%. Simply writing “improve communication” or some other generic description is not good enough – participants must describe a specific action they will take that will result in a 10% improvement.

For example, *“When talking with others I will focus on, and listen to, what the person is saying and not on how I will respond.”*

Help participants drill down their goal behavior until they have something specific that they can act upon every single day.