

# Magic Carpet

**Team Building Event**



*Creating Transformational Experiences*

[www.BuildingTeams.com](http://www.BuildingTeams.com)

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# Magic Carpet

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## Be Legendary

### Introduction to Be Legendary and [www.BuildingTeams.com](http://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 purpose of the exercise is to inspire team members' ownership and accountability for change. This is a great opportunity for team members to voice to the rest of the team, their commitment to change.

The challenge itself is simple, fun, and a great physical metaphor.

Use this as a fun and powerful event to do near the end of a program when participants are beginning to see the value of their own learning.

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### **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

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- You may have to spot if people pick each other up or lean out in precarious ways.
- Remind everyone to be careful and go slowly!



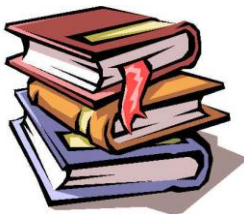
## Equipment You Will Need

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One or more 'Carpets' that are roughly 6' x 6' for a group of 15 participants.

Materials that will work:

- Canvas
- Sheet – will most likely get ruined
- Blanket – fleece blankets are nice
- Tarp – be careful no one slips
- Heavy outdoor fabric works well.



## Storyline

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You team has been stranded on a desert island for three months. You have decided to make an attempt to sail for the mainland. The only floatation you can find is a giant Carpet.

You have discovered the Carpet will support you for 15 minutes. After 15 minutes, you must turn it over and it will float for another 15 minutes and so on.

None of your teammates can swim so you must stay on the Carpet during its rotation.

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## Setup

1. One at a time, have each team member state publicly how he or she is going to be different after today (at work, school, home, etc), and what he or she needs from the team to make the change. This is his or her new carpet. After the statement, the team member steps onto the big 'Carpet.' If necessary, model clapping and appreciation to encourage the team to celebrate each person's acknowledgment of his or her new Carpet.
  2. After everyone has spoken, congratulate every member for his or her declaration and remind the team members how powerful and exciting life can be when one "turns over the Magic Carpet"!
  3. Tell the team they must turn over the Carpet they are standing on as a symbol of real-life change.
  4. The team has 15 minutes. No one may step off the Carpet at any time or the task starts over. Go have fun and be safe.
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## Variations

- ✓ You may have more than one Carpet, so members can use other these other Carpets to help with the turning.
  - ✓ You may choose to have members share their new Carpet after the event is complete.
  - ✓ During the event, you may want to silence one or all of the members of the group.
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## Dynamics to Watch For:



## Questions for Group Discussion

- Is each person clear about his or her new Carpet?
- Leadership development and team frustration levels.
- Creativity. If you have more than one Carpet, do participants consider using other teams' Carpets?

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1. How did you feel at the beginning of the event in contrast with the end?
  2. Who came up with the ideas to overcome the challenge?
  3. Are there any solutions you see now that you did not see before?
  4. What was the most difficult part about this event and how did you overcome it?
  5. Is 'turning over the Magic Carpet', or making change TRULY possible? What would have to happen in order for the change to be permanent?
  6. What quality from this activity could you use to help turn over your real life 'Carpet'?
  7. What are some examples at work and in life where you have made drastic change and stuck with it?
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## Tips and Tricks from Our Professional Facilitators

- Be sure to encourage the team to celebrate each person's declaration.
  - Follow the event with an action plan on how each individual and team will change. Action plans typically include follow-up and measurable goals. If you decide to do this, be sure to allow enough time.
  - This event is fun and simple, but the real learning and discovery is in the dialogue afterwards. Be sure to allow enough time to let everyone discuss change in their own lives and how it affects them.
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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?"*

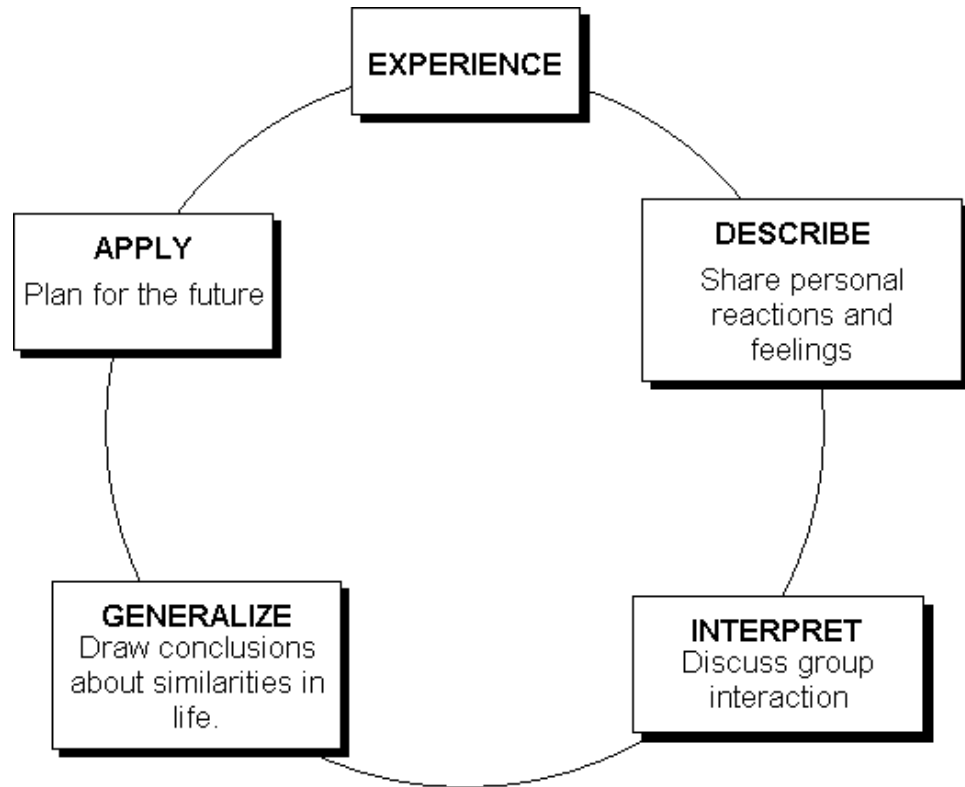
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## Clarity Tools

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

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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

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### 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.