

A Team Activity – Spirited Role Clarification

We're a team. That's what they say...but what does that really mean? For many, it means that they are part of a group of people...period.

Though some team members might say that the team was formed for a "purpose," the purpose might actually mean different things to each individual. Some teams are formed to accomplish a task with each individual lending their area of expertise. And, who knows, they might actually work together to accomplish that task. Let's face it; teams rarely perform seamlessly and with great success.

One activity that I have found to be very useful is Thiagi's Spirited Role Clarification. This activity takes about 45 minutes. Here's what you need: flip chart paper, tape, and colored markers – black, green, red, and blue for each team member. Yes, at this point I will assume that the individuals in the group are now team members. So...

Give each team member a piece of flip chart paper, two pieces of tape, and four colored markers – black, green, red, and blue.

With the black marker, have the team members write their names at the top of their flip chart paper. Then have each of them list all of their team roles and responsibilities. Allow a few minutes.

Now, have the team members underline, with the green marker, those roles and responsibilities that provide them with their greatest passion and spirit. Allow a minute.

Next, have the team members underline, with the red marker, those roles and responsibilities that they would love to pass on to someone else. Allow a minute.

Finally, have the team members underline, with the blue marker, those roles and responsibilities with which they would appreciate assistance and/or training to help fulfill the task. Allow another minute.

Hang the flip chart papers around the room. Ask the team member to circulate around the room, silently reading the roles and responsibilities on each flip chart. Ask them to make notes directly on the flip charts – adding constructive comments, raising questions, and adding ideas and suggestions. Allow about 20 minutes, depending on the number of team members.

Once the team members have finished reading and making comments on the flip charts, discuss each of the roles and responsibilities and the comments that were received. This should take about 20 minutes, depending on the number of team members and the amount of comments.

Why do I love this activity? Because it allows team members an opportunity to get, not only, some good ideas on and help with their roles and responsibilities, but also provides an opportunity for other team members to better understand each others' roles, passions, and drudgeries. And finally, it helps you align your work with the team.

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