



# Assess That Team!

**Five separate activities to demonstrate teamwork, assess performance and illustrate leadership styles.**

## About the Activity

Assess That Team! is a flexible learning resource that allows you to examine key team competencies and behaviours in short, active sessions. Choose to use either one activity at a time for team meetings, assessment programmes and team development courses, or a few in succession to demonstrate the formation of effective working teams.

The activities are engaging and so teams will need to manage time carefully. Introduce the activity briefly to teams of three to six delegates and issue a copy of the same Brief to each team. Allow them 40-45 minutes to complete the activity. A leader or coordinator may or may not emerge in the team - or you may wish to appoint one at the start - especially if you are observing leadership skills.

During the activity, observe the teams at work to evaluate their teamwork skills. Included in the pack is an Observer's Form. If using the pack at an assessment centre or for recruitment, you may be using trained observers and you may have your own set of assessment criteria.

The five activities each consist of a number of different sub-tasks requiring different skills. These tasks must be identified, prioritised and then allocated to the right people within the team. The whole team needs to be involved. Someone needs to keep track of the time and someone needs to be checking the Brief to ensure teams are achieving the objective.

## Key Skills

- Leadership styles
- Teamwork development (forming, storming, norming, performing)
- Setting objectives
- Monitoring work
- Time management



## Users' Comments

*"We used Assess that Team! in the recruitment of potential team leaders. The best learning points were about reading the question(!), clear tasking on detailed issues, careful time management and review. The activity represents very good value in the context used - where the time available was limited."*

## The Activities

### 1 Trivial Pursuit

Teams are asked to devise a board game, plan the marketing of it and quote for producing 1500 copies of the game. They need to be well-organised and to delegate the tasks effectively. Good teams quickly set priorities and get to work immediately keeping it simple. A firm hand from a decisive leader/coordinator is required to get everything completed before the deadline.

### 2 Bertram's Bike Ride

In this activity the team has to plan for a local bike ride as part of a marketing campaign. Poor teams wallow in uncertainty and do not set or achieve objectives. They also make assumptions about how long people can ride for and the type of entrant, etc.

### 3 Towering Inferno

The Brief for this activity needs to be handed to one person in the team. The other members of the team are all primed to react in a certain way -one to be negative, one to be encouraging; others have various special skills or disabilities. The Brief instructs the leader to try to involve all members of the team in constructing a tower from the resources available. The activity shows how a diverse group all have their own skills and positive contribution.

### 4 Framed!

This is the most challenging of the five activities. The team is asked to design three picture frames and for each make samples in three different sizes. The frames must hold a picture (cut from magazines) and stand up on a desk and teams must cost the manufacture of 3000 frames at each size. Teams are told on the Brief to minimise wastage.

### 5 Working Breakfast

This activity involves teams in producing a mock-up of a cereal box, providing a good design for the box and creating cut-out models. Instructions for constructing these are required plus an assessment of the minimum number of boxes needed to meet a target cost of 20p per item.

**Timing:** 45 minutes for each activity

**Numbers:** Any number of teams consisting of 4 to 6 people

**Cost to buy:** You can buy the game and use it yourself for £250 + VAT and delivery.

We will also run this game for you, please contact us for details.

**For further information please contact:**

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