

## Businessyield Team Building Activities Checklist

### ❖ Define Objectives:

- Definition: Clearly state the aims and outcomes you hope to achieve through team building activities. Specific, measurable, attainable, relevant, and time-bound objectives (SMART) are preferred.
- Example: Improve team communication by the conclusion of the quarter using interactive exercises and group discussions.

Clearly establishing objectives helps to focus team building efforts and ensures that they are in line with the broader aims of the team or business. For example, if the goal is to increase communication, activities that encourage open discourse and collaboration may be more beneficial than those centered only on issue solutions.

### ❖ Identify the Audience:

- Definition: Choose participants for team building activities based on their responsibilities, histories, and any special requirements they may have.
- Example: all marketing department personnel, such as supervisors, coordinators, and interns.

Identifying the audience allows you to personalize the activities to their tastes and needs, making the team building experience more meaningful and engaging. For example, activities for a team of managers may be more focused on leadership and decision-making, whereas activities for an intern team may be more focused on skill development and networking.

### ❖ Select Activities:

- Definition: Select activities that are relevant to your objectives and appropriate for your team's size, preferences, and aims.
- Examples include trust falls, team trivia, or a problem-solving task such as building a tower with restricted resources.
- Selecting the appropriate activities is critical to getting the intended results. Consider a variety of activities that cater to different learning styles and preferences, making sure they are appropriate for the team's dynamics and comfort levels.

### ❖ Set a Date and Time.

- Definition: Select a date and time that is convenient for the majority of team members, taking into account their availability and any other commitments.
- Consider a half-day team development retreat on a Friday afternoon.

Setting a day and time that work for everyone increases participation and guarantees that team members may completely engage in the activities without distractions. When arranging activities, consider workloads, deadlines, and personal commitments.

### ❖ Secure a Venue:

- Definition: Determine a good place for team building activities, ensuring that it has adequate space and facilities.
- For example, a conference room in a nearby hotel or a hired outdoor space for a more daring activity. The site should be appropriate for the scheduled activities, with adequate space for team members to move about freely and participate in group discussions and exercises. When selecting a venue, consider accessibility, facilities, and price.

#### Prepare Materials:

- Definition: Gather all materials required for the activity, such as handouts, markers, and any props or equipment.
- Examples include printed directions for each task, name badges, and a timer for timed activities.

Having the necessary resources available ensures that the events run smoothly and that all participants have what they need to fully participate in the team building experience. Consider preparing additional supplies in case of an unforeseen need or emergency.

#### ❖ Create a Schedule:

- Definition: Create a precise schedule outlining the times of each activity, breaks, and any presentations or discussions.
- Example:  
9:00 AM: Welcome and icebreaker activity.  
9:30 AM - Team-building activity. 1: Trust declines.  
10:30 AM - Coffee break.  
10:45 AM - Team-building activity. 2. Problem-solving challenge

A well-prepared schedule keeps activities on track and guarantees that all planned activities are accomplished within the timeframe. Include a buffer period between activities to provide for any delays or unanticipated complications.

#### ❖ Assign Roles.

- Definition: Assign clear roles to facilitators, participants, and any support staff to ensure that the events operate well.
- Example: For each activity, a facilitator, timekeeper, note-taker, and activity leader are assigned.

Clearly identifying roles helps to properly allocate duties among team members and ensures that each activity is well-managed and structured. Consider rotating duties so that everyone has an opportunity to engage in various capacities.

#### ❖ Communicate Expectations:

- Definition: Communicate the purpose, objectives, timeline, and expectations to participants before the activities begin.
- Example: An email or meeting announcement summarizing the day's agenda and goals. Setting clear expectations ensures that participants understand the objective of the team building activities and what is expected of them. This can help to foster a friendly and collaborative environment, resulting in a more successful team-building experience.

❖ **Facilitate the Activities.**

- Definition: Ensure that the activities run smoothly, encourage participation, and create a supportive environment.
- Example: provide instruction and encouragement during a problem-solving task. As a facilitator, your responsibility is to guide the activities and guarantee that they provide the required results. Be prepared to modify the activities based on group dynamics, and provide support and encouragement to help team members fully participate in the activities.

❖ **Evaluate the Activities.**

- Definition: Collect feedback from participants to assess the activities' effectiveness and effects on group dynamics.
- Example: Do a post-event survey to ask attendees about their experience and what they learned. Evaluation is critical for analyzing the efficacy of team-building activities and identifying areas for improvement. Use participant comments to improve future activities and make them more effective in meeting your objectives.

❖ **Follow Up:**

- Definition: Follow up with participants following activities to reinforce important learnings and offer any needed assistance or resources.
- Example: Send a thank-you email to attendees and highlight significant lessons. Follow-up is critical to maintaining the momentum and impact of team-building exercises. Reinforce essential concepts and urge participants to use what they've learned in their daily work, building a culture of continual development and collaboration.