### Overview

The following deck is a set of 4”x6” pocket reference cards for facilitating COPE activities. Use the backs.

The first six cards are memory “ticklers”; reminders.

* **Five Elements for Team Building**: basics; focus on accomplishing these. All 5 must be working or team is still a group and will struggle to reach “performing”.
* **Challenge by Choice**: encourage without coercion; the participant’s choice to be challenged **and** the facilitator’s choice to offer the challenge.
* **Stages for Debriefing**: recommended sequence of types of questions. Develop your own set based on the ideas.
* Hopefully the other three are self-explanatory.

**Games**: Summaries of recommended games. The number before the title refers to the game identifier in the NCAC games document (e.g., the 18 July 2015 version, Games\_NCAC\_rev-20150718.pdf)

**Request**:

* The biggest adventure of all can be your future. Games can help us prepare for that adventure by helping us know ourselves.
* Please share your experiences using this deck with the NCAC Program Manager for Climbing and COPE, Tony Waisanen NCAC.COPE@gmail.com

### Five Elements for Team Building

1. Who's on the team? This includes the names, roles, passions, pain points, weaknesses of each member.

2. What capabilities and resources does the team have? This element is the talents, knowledge, skills, experiences, and tools the team collectively has or can influence.

3. What values do the team members have in common? Examples: individual achievement vs. team achievement; being better than others vs. being as good as the team can be. Must have a common set to be a single team vs a set of teams.

4. What is the team trying to accomplish; what does "done" look like? This element is the team’s identity; the vision of team’s objective / purpose for being.

### 5. How do the team members communicate? Example: This element is about who takes responsibility for ensuring each member is informed and involved (one member, all members), and the mechanics for communication (e.g., meetings do not end until everyone has in individual opportunity to speak).

### Challenge by Choice

Pinky finger:

* safety
* follow rules

Ring finger:

* commitment (to team, to success)
* participate

Middle finger:

* by self, negative (assumed to be)
* here, means good & positive (presume a positive intent)
* you may feel frustrated, but know it's okay to receive help from others

Index finger

* Directions. Listen (carefully)!
* Help team to listen

Thumb

* “Good job”!
* “We're great!”

Palm

* “sign contract” with High Five
* EVERYONE MUST HIGH FIVE EVERYONE! [Recommend circle split at leader’s left, with half following the leader and half following the person on the leader’s left, “high-fiving” each other to their right]

### Stages for Debriefing

Do the following stages in order (if group was stressed, do feelings first):

**1. What happened**? Compare and contrast what happened during the exercise (e.g., what were the rules, who led). Notice differences in responses.

**2. How do you feel**? We feel before we think. Encourage participants to voice their (strongest) emotional reaction to the experience. Enforce nonjudgmental listening. If participants are reluctant to share, ask them what their friends (or siblings) may have felt if they had participated.

**3. What did you learn**? Encourage participants to reflect on the background to answers to the first two questions. If something was unexpected, why was it unexpected?

**4. How does this relate to the real world**? Consider how the activity (or the learning) relates to them. Discuss the relevance of the activity. Encourage discussing pain points (what bothers them).

**5. What if**? ...the rules changed, we played again...

**6. What next**? Ask participants to identify what they will do with this new information in the future (10 minutes, day, week, year, life) with their Troop or Crew, with friends, at home, at work/school?

### Debriefing Tips

Debrief:

1) If emotionally provoked.

2) If issue or activity was complex. Many variables, decision points.

3) Connection between real world and game is important.

Do not debrief:

1)If a linear, mathematical problem (e.g., finding Pareto basis).

2)If goal is not facilitated by debriefing.

To encourage response, de-personalize response: -“How do you think most people felt?”

-“With your neighbor, share what you both think most people felt.”

Time requirement for debriefing: <http://reviewing.co.uk/_site.htm> has suggestions for debriefing (“reviewing”) quickly. For example, “Popcorn” (stand up, give response, and sit), or write answer.

### Phases of COPE

The following phases should be done in this order. The phases are designed to evolve the group into a team; subsequent phases build on team experiences in the previous phases..When phases are If steps are skipped, the team will lack a critical part of their development. The last phase may be skipped.

1. Ice Breakers: Who is on the team?
2. Initiative Games: What is the character of each team member?
3. Trust Games: What can each member of the team be trusted to do?
4. Low / Medium Elements: When stressed, what is each member’s leadership style?
5. High Elements: How does each team member demonstrate they know how to use knowledge and use trust to overcome fear? Danger is real; fear is an illusion.

### Tuckman’s Group Dynamics Model

**Forming**: getting to know the members of the team. Is anyone uncomfortable? When? Why?

**Storming**: discovering and reconciling differences; who must compete and who seeks collaboration. Differences in values are hard to reconcile.

**Norming**: defining and working toward a common objective; the group must have an objective in order to be a team.

**Performing**: when a single leader is not required because the team members share leadership.

**Adjourning/Reforming**: must be done whenever an aspect of the team changes (acquire new member, lose old member, reason for team’s existence changes, substantial change to the assets the team can influence, etc.).

CHAIN TAG [Advanced Ice Breaker]

Gear: Cones (boundary markers)

Safety: Jogging

Game setup:

* 100’x100’ square

Game play:

* One player is “it”.
* When a person is tagged, the pair is “it”
* When a third is tagged, the trio is “it”
* When a fourth is tagged, the team is split into two 2-person “its”

Game Over:

* Everyone is either an “it” pair or “it” trio.

Processing points:

* How quickly could objective be achieved?
* How quickly could objective be achieved if everyone cooperated?
* What type of game did this feel like, cooperative or competitive?
	+ What may have encouraged the game to be perceived as competitive?
	+ What is more fun, competitive games or cooperative games? [Response may provide insight into motivations; achieving team goal vs individual goal.]

26.CAPTAIN ON DECK [Ice Breaker]

-1. Captain on Deck!

 Cannon Ball!

 Seasick

 Hit the Deck!

 Mermaid

-2. Man overboard

-3. Crows Nest

-4. Mess Table

-5. Walk the plank!

-[R] To the Shore!

-[L] To the Sea!

Safety:

* Pushing results in time-out

Processing points:

* Were rules easy to understand? [Alternative: call out numbers]
* Did you feel competitive?
* Did anyone feel frustrated, they weren't “getting it”?
* Is this game similar to other activities where you hear command, translate, act?
* What was the goal of the game?
	+ What happened to indicate the goal was achieved?

59.GOTCHA [Ice Breaker]

Safety: grasp, breaking and twisting is game over

Game setup:

* Chicken wing circle
* Right index finger down
* Left palm up

Game play:

* At “Go”, try to grab finger of person on left while keeping your own finger from being grabbed
* Switch hands

Game Over:

* Someone gets hurt
* Bored

Processing points:

* Feel competitive (must win)?
* Feel confused (when switched)?
* Was there a leader? (no names)

67.PRUIE [Ice Breaker]

Gear: blindfolds (optional)

Safety:

* walk with elbows in, “spoons”
* monitors ensure team stays in bounds

Game setup:

* Flying chicken circle
* Eyes **CLOSED**

Game play:

* Walk around area with eyes closed
* When bumped, only one word spoken, “Pruie” by both who bumped
* Pruie does not respond
* When bumed into Pruie, link arms and become Pruie (don't respond)

Game Over:

* Everyone is part of Pruie

Processing points:

* Feel frustrated?
* Similar to what? Cannot clearly see goal so groping around while looking for “black hole”

1. TOSS-A-NAME GAME [Ice Breaker;Name game]

Gear: Ball or squeaky toys (no footballs)

Safety: Under hand toss only. Toss ONLY when catcher indicates they are ready to catch.

Game setup:

* Chicken wing circle
* Each participant puts one hand on their head until they catch the toy.

Game play:

* The first player starts by saying his/her name, and then tosses the ball to another person in the circle whose had is on their head. The catcher uses both hands to catch.
* The catcher says "Thank you Bill" (the name of the tosser is), then states his/her name. The second person then tosses the toy to someone else (whose hand is on their head)

Game Over:

* Everyone has had a chance to catch the toy.
* Last catcher tosses to starter.

Processing points:

* Uncomfortable projecting your name?

Variations:

Add a different toy which must go in reverse order.

(b) Also state things participants did or are involved in (i.e. sports, hobbies, travel, music, school, where they live, favorite food/color/hero/pastime, etc.)

27.Elbow Tag: [Activity]

Gear: ropes (mark off areas)

Safety: stay in boundaries

Game setup:

* Tight boundaries (use rope)
* Pairs link arms
* One pair breaks (“It” and “Chaser”)

Game play:

* “It” is safe when linked with a pair.
* The person opposite “It” is the new “It”

Game Over:

* Chaser or “It” go out of bounds

Processing points:

* Feel competitive?
* Were the rules similar to another game?
* Was there a strategy that seemed to work best (for “it” or for chaser)?
* What rule changes would make the game easier or harder?

64.STAR WARS aka JEDI NIGHT [Activity]

Gear: rope, 2 pool noodles/ foam “swords”, balls)

Safety: body shots (under neck)

Game setup:

* Two teams on 15' away from either side of a straight rope (dividing line)
* Each team has one “knight” armed with pool noodle / foam “sword”
* At least one ball on each side per 2 players

Game play:

* Can play unless “out”
* Out:
	+ Being hit by a tossed ball
	+ Catching a ball before it touches the ground
	+ Quibbling about being “out”
* In: touched by “Knight”

Game Over:

* “Knight” is hit by a ball
* Someone gets hurt

Processing points:

* How good was your “knight” (thumb vote)
* Any strategies (work well or not)?
* What if the knight was in front of [in back of] the team?

33.BARNYARD [Communication]

Safety: walk with elbows in, “spoons”

* 11 choices; 40 people, 4 groups of 10
* cow (moo); sheep (baa); pig (oink); goat (naa); horse (neigh); chicken (cluck); duck (quack); dog (woof); cat (meow); frog (ribbet); rooster (cock-a-doodle-do)

Game setup:

* [Number of teams equals total players divided by number of animal groups]
* Teams count off, then move to edge of playing area.
* Facilitator assigns animals to number (“1” are cows, “2” are sheep, etc.)

Game play:

* Eyes closed, form herds of similar animals

Game Over:

* All animals are in herds
* Someone gets hurt

Processing points:

* Strategies work / didn't work?

44.YOU TEAR ME UP [Communication]

Gear: piece of paper for each participant

Safety: eye's closed, listen and act as directed

Game setup:

* One piece of 8 ½ x 11inch paper for each participant
* Chicken wing circle
* Eyes closed

Game play:

* Take the following actions
	+ Fold the paper in half and tear off the lower-right corner
	+ Fold the paper in half again and tear off the upper right-hand corner.
	+ Fold the paper in half again and tear off the lower right-hand corner.
* Compare results

Game Over:

* All (4) steps are done

Processing points:

* Are there differences? Anyone the same?
* talking, listening, asking questions to clarify instructions, oral versus written communications, etc.

70.SHERPA WALK [Communication]

Gear: blindfolds (optional)

Safety: eye's closed, arms at length (or join hands), slow down or stop if stumbling

Game setup:

* Form teams of 10-12 in a line
* With right hand, grasp left wrist of person in front
* Only person in front (“sherpa”) can see.

Game play:

* Team decides number of steps per cycle.
* Person in rear counts steps
* When count is reached, person in rear goes to front of the line and becomes “sherpa”; previous “sherpa” becomes blind

Game Over:

* Team reaches objective.

Processing points:

* Did everyone talk?
* Could everyone hear the “sherpa”?
* When in a line, who can be heard easily and who can be hard to hear? Where is best place for the leader to be?

79.SPACE COMMAND [Communication]

(Game for 6 to 50 players)

Gear: rope, balls, hoops, squeaky toys

Safety: walk with elbows in, “spoons”

Game setup:

* Mark arena (use rope)
* Divide into 2 to 4 teams (minimum 3 per team), teams go to corners
* Place hoop in center and hoop to each team
* Scatter balls, etc. and “mines”

Game play:

* Objective is to get all objects into the goal (teams decide goal)
* Seeker is blind, commander may speak but not see seeker, navigators can see but not speak
* If seeker touches “mine” must drop objects and return to base

Game Over:

* All objects have been collected

Processing points:

* How many goals were there?
* Did team use the same definition for up/down, distance, left/right?
* Did commander and seeker use their names?

41. TANK (aka TANK COMMANDER, BATTLEFIELD or WAR) [Communication]

Gear: rope, balls, hoops, squeaky toys, (blindfolds)

Safety: walk slowly

Game setup:

* Mark arena (use rope)
* Divide into 2 person teams. One player from each team enters the circle & is blindfolded (the “tank). The other is outside (commander)
* 2 or 3 fleece/foam balls per player (ammo), hoops and squeaky toys (mines)

Game play:

* Objective is to be the last tank in the arena.
* Each commander verbally guides their tank to avoid mines (tank blows up), pick up balls (ammo) and aiming/firing (at other tanks).
* When a tank (player inside the arena) is hit, s/he is eliminated.

Game Over:

* One tank (blindfolded player) remains

Processing points:

* What: did players stand or crawl? Why?
* Was it more fun being the tank or the commander?

40.THE HELIUM HOOP [Cooperation]

Gear: hula hoop for each team

Safety: walk

Game setup:

* Teams (minimum of 6) form chicken nugget circles around hoola hoop (on ground)
* One finger per member is placed under hoop
* No fingers or thumbs may be above the bottom of the hoop

Game play:

* Team must elevate hoop to height specified by facilitator, keep level, and then may move

Game Over:

* Objective is reached

Processing points:

* Was the game easy?
* What makes (or can make) the game difficult?
* Is an objective easy or hard to achieve when everyone tries to accomplish it without help?
* How effective is it to blame someone for trying harder than necessary?

Aka: BLAME GAME

63.INSANITY [Cooperation]

Gear: hula hoops, balls

Safety: cannot guard, cannot touch another player

Game setup:

* Place one hoop in the middle, the other four hoops as compass points (N,E,S,W) from the center hoop.
* Divide the group into four teams. Have each group go to one of the outside circles. Place all the balls into the center hoop.

Game play:

* One member at a time from each team takes a single ball from a hoop and places in the goal by the team.
* When the center hoop is empty, you may take balls from any hoops.
* You may not guard balls in a hoop. You may not touch another player.
* You may not throw.

Game Over:

* ALL the balls are in your team's goal.

Processing points:

* What did rules allow? [What if the teams’ goal was the center goal?]
* Was this a game of competition? If so, against who or what?

75.GRIDLOCK [Problem Solving]

Gear: (16-36 markers)

Safety: Must have at least one foot on a marker at all times until stepping out of the maze.

Game setup:

* Checkerboard pattern with markers
* [Secret: plan for navigating markers]

Game play:

* Only one team member in the maze at a time.
* Team member proceeds until either out of the maze (steps off last marker) or by stepping on wrong marker (“Boom!”)
* If member steps on wrong marker, they must return to the end of the line

Game Over:

* All team members are out of the maze.

Processing points:

* Would different rules help? (more members in the maze)
* Did the team consider sharing the “work” (each remembered 3 to 5 steps)?

Challenges:

* Require “start” and “end” get discovered.
* Blindfold “runners”
* Allow multiple runners

Aka INVISIBLE MAZE

75. GRIDLOCK (details)

[Diagram has additional spaces to allow drawing 6x6

|  |  |
| --- | --- |
| 4x4 example(diagrammed) | 5x4 example(not diagrammed) |
| C1 > D1 > C2 > C3 > D2 >D3 > D4 > C4 > B3 > B2 >A1 > B1 > A2 > A3 > A4 > B4 | E1 > D1 > E2 > D3 > C4 >B4 > A4 > A3 > B3 > A2 >A1 > B2 > B1 > C1 > D2 >C3 > D4 > E2 > E4 |

11.TRAFFIC JAM [Problem Solving]

Gear: (1 marker per participant +1)

Safety: Only one person moves at a time.

Game setup:

* Each participant is standing on their own square. Half of the group is to the left of an empty center square, facing right. The other half is to the right of the center square, facing left.

Game play:

* The two groups are to exchange places while adhering to the following rules:
* Only move forward.
* Only move forward one space into an empty space or may move forward around one person into an empty space.
* Only one person moves at a time.
* Only one person per marker.
* May only walk on the ground to get from one marker to another.

Game Over:

* Teams have swapped sides

Processing points:

* How valuable was anyone’s past performance or experience?
* Who was in charge of the planning? How were disagreements handled?