

## JIGSAW PUZZLE TEAM BUILDING

One activity to illustrate how folks must work together is to get several small children's puzzles. The ones I have are Milton Bradley, 25 piece puzzles, for ages 3-7. This puzzle comes with a variety of different pictures of animals, but the pieces are all cut in the same shapes. I have six different ones.

Before hand the facilitator takes three pieces out of each puzzle and includes the same piece from a different puzzle so it would be possible to put the puzzle together, however the picture would not be correct. There are three pieces in each of puzzles I have that are cut like a cat, a pig, and a rabbit.

These three pieces are the easiest to pull out and mix up. Make sure that each group has find one of their pieces from three separate groups.

You should have enough puzzles for the entire group to work in small groups of 3-6 people.

The facilitator simply says "we will be working on a teamwork activity. Your challenge is to put together a puzzle".

The "groups" will then do several different things - first they will assume it is a race. Someone will eventually say they don't have the correct piece - do not respond. Some groups will figure out that the pieces are mixed and will go find the piece they need, some may try to "hide" their "extra" pieces and some will just sit there looking confused.

After things settle down and most folks finish their puzzle, the facilitator will ask what just occurred which should stimulate some good discussions. The objective is to have everyone realize the original statement was "this is a team activity" at no time did the facilitator say each group was the whole

team. Everyone on the team must work together or the team will not have all the pieces to complete their puzzle regardless of the activity the team is currently working on. We must all seek information/assistance from other team members

AND give information/assistance to other team members.

Thanks to Elaine Royer

