



The Builder



Objective: This is an icebreaker that helps teams quickly understand that communication is key, and there are different ways to explain things to people.

Materials:

- 2 bags
- 2 chairs
- Using the larger size LEGOs, it works best.
- In one bag are there are the same pieces (size, color, and number). Use about 7 blocks
- In the other bag, there are the same pieces (size, color, and number) Use about 7 blocks

Set-Up

1. Place two chair back to back.
2. Ask for volunteers and have them sit in each chair.
3. Hand one bag of LEGOs to one participant (The Builder, Creator, and Developer/Giver of Information).
4. Hand one bag of Legos to the other participant (The receiver, Replicator, Copycat....)

Once seated, they may not turn around; ask each other questions, clarifying questions etc... as they work, they may NOT show their product to their partner behind them.

Assign the other persons in the room to visit each group.

During their visit, they are NOT to speak to the Builder or Receiver. They are to use their graphic organizer to take “Low Inference Notes” ***Low-inference notes describe what is taking place without drawing conclusions or making judgments. Only record what you see and what you hear.***

Let to Low Inference Note takers know that: If they hear the Builder or Receiver talking, they are to call them out to the community.

Total time: 10 minutes for team to work and observers to take “Low Inference Notes.”

Debrief:

After 10 minutes have the Builder and Receiver turn around and look at what they have created. Then have everyone return to their tables. Upon their return, set the rules for discussion/sharing out.

1st ask the observers to share their, “Low Inference Notes”.

2nd After taking a few responses, ask the builders to share their experience, and then ask the receivers to share their experience.

3rd Then ask, what implication does this have for the classroom?

4th Can you see yourself replicating this in the classroom, if so, how, if not, what would be the barrier?

Additional notes

1. We all communicate differently.
2. There are other words to use to make people understand.
3. Sometimes we need a 3rd party to help us hear each other.
4. Working together is important and a process. Sometimes it takes more time than we think to reach our goal but with understanding and patience, we can achieve our goals

Original Version

Laura Moushey contributed this exercise: **The Builder**

Objective: This is an icebreaker that helps teams quickly understand that communication is key and there are different ways to explain things to people.

Materials:

- 2 bags
- 2 chairs
- Using the larger size LEGOs for toddlers works best.
- In one bag are there are the same pieces (size, color, and number) but they are NOT put together. (Use about 7 blocks)
- In the other bag are the same pieces (size, color, and number) but they are ARE put together in any model you wish. (Use about 7 blocks)

Set-Up

1. Place two chair back to back in front of the group.
2. Ask for two volunteers and have them sit in each chair.
3. Hand one bag of LEGOs to one participant. In this bag is a model put together. They may pull it out for themselves and the group to see. They may NOT show it to their partner behind them.
4. Hand one bag of legos to the other participant. In this bag are the same pieces (size, color, and number) but they are NOT put together. Again, they may pull it out for themselves and the group to see. They may NOT show it to their partner behind them. Call this person the Builder.

Facilitation: (2 Min. max each time, you may stop if they get very frustrated.)

Total time: 10 minutes with group interaction and discussion

Round 1:

1. Tell the participants:

- a. The participant with the model: You may talk, but you may NOT use words that are colors or shapes.
- b. The Builder: You may not ask any questions.
- c. The group: You may not help.

2. Begin Round 1:

- a. If anyone breaks the rules, you must call them on it as the facilitator.
- b. After 2 min., no one turns around and the participants are asked.
 - i. How did you feel?
 - ii. What would help you do a better job as a team?

Round 2:

3. Tell the participants:

- a. The participant with the model: You may talk, but you may NOT use words that are colors or shapes.
- b. The Builder: You MAY ask any questions.
- c. The group: You may not help.

4. Begin Round 2:

- a. If anyone breaks the rules, you must call them on it as the facilitator.
- b. After 2 min., no one turns around and the participants are asked.
 - i. How did you feel?
 - ii. What would help you do a better job as a team?

Round 3:

5. Tell the participants:

- a. The participant with the model: You may talk, but you may NOT use words that are colors or shapes.
- b. The Builder: You MAY ask any questions.
- c. The group: Now you will invite one more person to come and help from the group. They may do anything to help the team, and they CAN NOT use the words that are colors and shapes.

6. Begin Round 3:

- a. If anyone breaks the rules, you must call them on it as the facilitator.
- b. After 2 min., no one turns around and the participants are asked.
 - i. How did you feel?

- ii. What would help you do a better job as a team?
- c. To the group: What did this teach you about working together as a team?

Results: The exercise shows teams:

1. We all communicate differently.
2. There are other words to use to make people understand.
3. Sometimes we need a 3rd party to help us hear each other.
4. Working together is important and a process. Sometimes it takes more time than we think to reach our goal but with understanding and patience, we can achieve our goals.

Please let me know what you think of this activity!

Laura Moushey, M.S.
Organizational Wellness Solution, Inc.
organichrdsolutions@yahoo.com