**Tool 3.5: Strengths Team Building Activity**

The following describes a team-building activity for employees and leaders. This would follow an in-depth explanation and assessment of strengths (using any strengths tool). In this activity, participants will see how their strengths are utilized (or not utilized enough) in a group setting.

**Materials:**

* A stack of fifty index cards per group
* A roll of masking tape per group

**Time:** 45 minutes

**Goal:** To create the tallest tower using only the index cards and masking tape.

**Directions:**

1. Create groups in teams of four to seven people.
2. Discuss with the participants the goal of the activity and their supplies.
3. Groups will have fifteen minutes to complete the goal.

**Tips:**

* As the groups create their towers, give them periodic time warnings.
* When a winner is announced, keep spirits high by admiring all towers and quickly bring the groups together for debrief.

**Debrief Questions:**

* How did you come up with your tower? What did that process look like?
* What feelings did you experience? (Probing question: Tell me more…)
* How did it feel when your group members agreed with your ideas?
* How did it feel when they disagreed with your ideas?
* How were the strengths of different members shown in this exercise?
* Were some group member strengths not utilized in this exercise?
  + Why do you think those strengths were not used?
* How could you (individual member) have utilized your strengths more?
* How could the team have utilized the strengths of each member more?
* How can you utilize the strengths you used here in your work roles?
* What have we learned about using strengths to engage employees and build stronger teams?

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FYI, this is similar to another team-building exercise, the “Marshmallow Challenge.” Details of this can be found through a Google search. Here is a TED talk on this: <https://www.teachmeteamwork.com/teachmeteamwork/2010/08/build-a-tower-build-a-team-a-teambuilding-activity-by-tom-wujec.html#sthash.dlGjLnVw.dpuf>.