

## ATTACHMENT #1 Zero Sum?

### Goals:

To discourage teams from automatically competing with one another. Allows team member roles to also be diagnosed.

### Process:

1. Prior to the activity, determine how many groups you will have. For each Triplets Puzzle Sheet, complete 2 – 3 of the linking words. Ensure these are different for each team. When the activity begins, each team will already have a couple of the linking words completed.
  2. Have participants return to small groups of 4-6 people. Select one person from each group to be the Observer. There is a separate instruction sheet for this individual.
  3. Hand out the Team Instructions Sheet and Triplets Puzzle Sheet (one per team). There is one additional sheet, which is for facilitator use. Refer to this when describing what a triplet puzzle is. This will give some direction to the participants.
  4. Based on the Team Instructions Sheet, teams have 5 minutes to work through the puzzle. This might not be enough time. Use your best judgment to allow teams additional time to work on the puzzle.
  5. At the end of the time limit call teams to stop working. See who has completed the puzzle. Congratulate this team. If no one has finished it, congratulate the team with the most completed – CORRECT, answers. Teams might have many completed, but ensure that they are correct.
1. Work through the discussion questions:
    - a. Ask the observer what type of team member roles they observed.
    - b. Have them describe how each either, a) hindered or b) helped the team complete the puzzle.
    - c. Ask participants, if they were aware of how they behaved when working in a group. Allow them to discuss the effects of this activity on work they do in the future.
    - d. Did anyone consider working collaboratively with another team?
    - e. What would have happened if teams worked together?

Thiagarajan, S. & Parker, G. (1999). *Teamwork and teamplay*. San Francisco, CA: Jossey Bass, Inc.

**ATTACHMENT #2**  
**Facilitator Instruction Sheet**

Work through this sheet with participants prior to allowing the activity to start.

A triplet is a set of three words that are linked by a common fourth word. For example:

ELEPHANT – HOUSE – SNOW

What word links these three words? The linking word should appear before or after each of the three words to form well-known compound words or phrases.

The correct answer for this triplet is WHITE, as in WHITE ELEPHANT, WHITE HOUSE, and SNOW WHITE.

Here are three more triplets. See if you can find the linking word for each of them. Remember that the linking word may appear either before or after each word in the triplet.

BOARD – HOLE – JACK  
DOUBLE – ROAD – STITCH  
MAKER – TENNIS – STICK

Correct Solutions:

BLACK (BLACK BOARD, BLACK HOLE, BLACK JACK)  
CROSS (DOUBLE CROSS, CROSS ROAD, CROSS STITCH)  
MATCH (MATCH MAKER, TENNIS MATCH, MATCH STICK)

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**ATTACHMENT #4**  
**Answer Sheet**

1. DEER
2. OIL
3. NEWS
4. TRAIN
5. CREAM
6. ONION
7. MONEY
8. PAINT
9. ENTRY
10. TRADE
11. ESCAPE
12. ACTIVE
13. UNDER
14. TOUR
15. ODD
16. MEDICINE
17. AGENT
18. TIME
19. IRON
20. CAMERA
21. ANIMAL
22. LIP
23. LABOR
24. YELLOW

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