### 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.
- 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)

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

## ATTACHMENT #3 Team Instruction Sheet

### Directions:

- All teams have the same puzzle sheet, but each team has a different set of clues.
- Find the link word for each triplet and write it in the appropriate blank.
- After you have solved all the triplets, copy the first letters of the link words. You will get an important message about teams.

#### Time Limit:

You have 5 minutes to solve the puzzle.

### Scoring:

- If your team solves the puzzle in 3 minutes, you get 10 points
- If your team solves the puzzle in 5 minutes, you get 5 points.

 Triplets Puzzle Sheet 1. REIN – HUNTER - SKIN
 2. RIG – CRUDE – SNAKE
 3. BAD – BULLETIN – FLASH
 4. ROBBERY – EXPRESS – WAGON
 5. CHEESE – ICE – SOUR
 6. SECOND - POLL - PUBLIC
 7. BELT – BLOOD – ORDER
 8. BRUSH – OIL – SPRAY
 9. DOUBLE – LEVEL – BLANK
 10. AGREEMENT – FREE – SECRET
 11. FIRE – ARTIST – NARROW
 12. DUTY – RADIO – VOICE
 13. WEAR – WATER – TAKER
 14. GROUP – GUIDE – PACKAGE
 15. COUPLE – JOB – NUMBER
 16. MAN – BITTER – CABINET
 17. INSURANCE – ORANGE – SECRET
 18. LIFE – LIMIT – PART
 19. AGE – PUMPING – WAFFLE
 20. INSTANT – READY – VIDEO
 21. FARM – CRACKERS – PARTY
 22. READING – STICK – UPPER
 23. PAINS – UNION – MANUAL
 24. SUBMARINE – FEVER - JACKET

Fill in the first letters of each linking word here.

## 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

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

# ATTACHMENT #5 Team Observer Sheet

$\overline{}$							
D	11	മ	∩t	$\mathbf{I}$	n	c	•
ட	11	ᆫ	υı	ıv		0	

Please sit where you can see and hear most of the team discussions. You are a silent observer – do not speak or in any way participate in the activity. Take notes. Use quotes that demonstrate a point.

	·
1.	Task Role Behaviors – What things helped or hindered the team in its efforts to get the job done?
2	Maintananaa Dala Bahayiara . What things halped or hindered the team in its
2.	Maintenance Role Behaviors - What things helped or hindered the team in its efforts to get the job done?

3. Individual Role Behaviors - What things helped or hindered the team in its efforts to get the job done?