TITLE	**Experiencing team dynamics – building a tower**
Time	15 minutes
Equipment	Drinking straws (approx. 20 per group), sticky tape, one table per group
Description	Trainer divides into small groups (3-4), task: to build the highest tower. 8 minutes planning time, 2 minutes building phase. During the planning phase no materials may be used for building, (solely planning!) Once the construction phase is completed, the trainer reflects on the task with each group.
Objectives	• Pick up on the group dynamics: e.g. without previous planning it was easy to get going on the group work and tackle the task (often the case in practice). • A team leader might become apparent quickly, and the team structures thus become visible, i.e. who takes over what role, interaction style between team members, etc. • Negotiate about different ideas on how to proceed or make a decision on this. • Make the different strengths of the individual team members apparent, i.e. they are all used.
Reflection	The trainer reflects with each group on the team factors which have already been discussed theoretically: team leadership, interaction within the team, strengths of the individuals, difficult aspects, etc. The exercise is a good illustration for “keeping it simple”: what opportunities does this bring with it, and what difficulties? etc. The processes can vary greatly depending on how long the team members have known one another, how often they work together, etc.
Benefits	The exercise is not an abstract theoretical approach to show the team dynamics, but an experience-related consolidation of the topic. For some it might lead to an eureka moment, and make the theory more tangible. The exercise itself could serve for creating a lighter mood after an intensive work phase.