



# Scavenger Hunt

Can be used as a simple energiser, or to explore team work, planning, communication, behaviour styles, or accountability (see below).

## Instructions

Prepare a list of tasks. It's best to include a variety of different options to appeal to different people. For example:

Things to collect e.g:

- 10 pens
- 6 red things
- A ball

Things to do e.g:

- Draw a portrait of one member of the group that other people can recognise
- Build a tower that's at least 1m tall
- Make 8 paper planes and fly them across the room

Things to solve e.g:

- A crossword/wordsearch
- Solving anagrams
- A logic puzzle
- Some dingbats

**NOTE:** *This can easily be done virtually if you select the right sort of tasks*

Give a set amount of time to complete the tasks (e.g. 15 minutes) and score appropriately.

## Debrief

There's lots to explore around planning, team organisation/roles, communication, and leadership (if you allocate a leadership role). Also there may be links to time management, different personality styles, culture and accountability (see overleaf)



### **Accountability Exercise...**

To bring about accountability, assign specific tasks to specific people and stress that they are responsible for achieving their specific tasks. The team succeeds or fails - no individual prizes, or partial victory.

The focus must not be on laying blame or making people feel bad. The crux of it is being clear that "you are RESPONSIBLE for making sure task X gets done" - It doesn't mean they have to do it personally, but they DO have to make sure it's done. So what's their approach?

Maybe it is easiest for them to do it - if they have the skill set/resources. If they haven't, do they ask for help? Do they flag up early that they're going to struggle? Do they know that someone else in the team is better placed to do it? Do they negotiate a swapping of tasks?