

Carabineers Teamwork Exercise Tool Kit

- Objective:** The purpose of this optional teamwork exercise is to demonstrate how each individual contributes to the team and needs to be aligned with CAMC's and their department's goals and objectives.
- Materials Needed:** Carabineer for each staff member. One rope for the team.
- Time:** Teamwork exercise should take approximately five minutes.
- Directions:**
1. All staff members stand in a straight line shoulder to shoulder.
 2. Distribute a carabineer to each staff member in line except for the first and last member.
 3. The first staff member threads the rope through each person's carabineer until it reaches the last staff member.
 4. The last staff member pulls the rope through all carabineers (which should move easily through the carabineers).
 5. One staff member (not the first or last) takes two steps forward from the other staff members in line.
 6. The last staff member pulls the rope (which should be a little more difficult to pull through the carabineers). Last staff member reports out on the ease/difficulty of pulling the rope.
 7. Repeat steps 5 & 6 by having two staff members take two steps forward.
 8. Repeat steps 5 & 6 by having three staff members take two steps forward.
- Discussion:** We need full commitment from each and every team member to achieve CAMC's mission and support our strategic pillars.
- How important is commitment? Do you think our team is committed to getting us to the next level? Why or why not... What does commitment look like to you?
- ANSWERS might include:*
- When even one team member is not committed, achieving the goals is less likely to happen
 - Individual and team accountability
 - Refusal to play the blame game; break down the silos
 - Ownership of the system (service recovery)
 - Eliminate the victim mentality
 - Fundamentals still work, build on THEM
 - Avoid procrastination
 - Avoid negativity, it brings the team down, destroys energy and passion
- What team issues could prevent us from succeeding in our department goals?
- Resources:** Articles on team building can be found on the CAMC University website at <http://catbert/institute/university>. For additional information on teamwork exercises and programs, please call the CAMC University at 388-9985.