

ACTIVITIES FOR BUILDING RELATIONSHIPS WITH STAFF:



Amoeba: Activity Procedures

1. Have participants self-select into groups of four.
2. In your group of four, talk about things you are interested in and experiences that you might have in common. Strive to find something unusual that connects you rather than selecting the first thing that comes to mind.
3. Share your common bond with the group.
4. Groups of four combine with other groups of four and repeat the process.
5. Continue to repeat this process until you are a single group with something that unites you.

Debrief

- How did it feel to realize that you had things in common with the people in this group?
- How can you use this activity with your staff?

This Is My Friend: Activity Procedures

1. Have participants partner with a person that they do not know very well.
2. Interview each other finding out:
 - Their name
 - Something they enjoy doing
 - Their favorite vacation spot
 - Something unusual about them that most people would not know.
3. Have participants make a large circle with partners standing next to one another. Have every other pair step into the circle and make a smaller, inner circle facing outward.
4. Have the outward circle move one pair to the left to begin the activity. Pairs should move around the circle introducing each other to the pair facing them in the inner circle, sharing their name, something they enjoy, their favorite vacation spot and something unusual about them.

Discussion

- How did it feel to realize that you had things in common with the people in this group?
- How can you use this activity with your staff?

Communication: Activity Procedures

1. Share with participants that communication is a critical skill for a site leader/supervisor to develop. It is almost impossible to communicate too much. Use a variety of communication strategies: email, bulletins, newsletters, praise boards, 1:1 conversations, small group discussions, etc. When you communicate, be sure that you use the three tools that we all have: your voice, your body language, and your ability to connect. When you use your voice you can control the volume, the rate, the intensity, the tone, the pitch, and its expressiveness. Your body language includes your facial expressions, your gestures, and your eye contact. Your ability to connect will play itself out as you draw the person(s) you are talking with into your story. It is important that the communication has some relevance to the person(s) you are speaking with and that you are communicating in an interesting, articulate manner.
2. Divide into groups of four. Each person will have a different role each of the four times your group repeats this process. In this way, each person will experience all roles. Roles include: speaker, observer of the voice, observer of body language, observer of connection.
3. Have the groups determine who will take on which role in the first round of the activity.
4. The speaker shares a humorous story, an embarrassing moment, or something they are passionate about. The speaker speaks for 1 minute.
5. The person who is listening to the voice will comment on the voice, (volume, rate, intensity, tone, pitch, and expressiveness). Identify words that were powerful that the speaker used and tell the speaker what they did well and what you would like them to do more of.
6. The person who is observing body language will comment on facial expressions, gestures, and eye contact. They will identify what they liked best and what they would like to see more of next time.
7. The person who is observing the ability to connect will comment on the connection that he/she felt. They will identify what they liked best and what they would like to see more of next time.
8. The process will repeat, with each person taking on another of the roles until each person takes on each role.

Discussion

- How did it feel to have someone give you feedback on what you did well, or what they wanted more of?
- How can you use this activity with your staff?