

SESSION AT-A-GLANCE	WHO?	HOW LONG?
Introduction	Facilitator	10 minutes
The Game	Facilitator, audience	30 minutes
Debrief and Discussion	Facilitator, audience	15 minutes

Scavenger Hunt Game

Why Use This Game

- To introduce future teammates to each other.
- To help people understand their own team working styles.
- To show how teams function most effectively.

Target Audience

People who are about to join a project/working team.

Type of Game

A competition among teams.

Key Concepts

- Having a clearly understood goal is critical to team performance.
- Teams work best when tasks are divided among members.
- Creativity can help solve problems.

Source, History and Resources for More Information

This game comes from *“Games Trainers Play*, by Edward E. Scannell and John W. Newstrom (“New York: McGraw-Hill, 1980, p. 51). Sources for additional information about teams include Joiner & Associates *The Team Handbook* and Meredith R. Belbin’s *Management Teams, Why they Succeed or Fail*.

Materials

For this game, you will need:

- Scavenger hunt instructions and the list of items for each team to hunt for (see Attachment 1 for an example)
- A small prize for the winning team

Preparation

To prepare for this session:

- Familiarize yourself with the session’s structure and content:
 - Read through the game instructions and key teaching points in their entirety.
 - Practice the game itself.
 - Practice presenting the key teaching points.
- Prepare the room.
 - Chairs can be set up auditorium style or in a semi-circle, depending on how many people you have and the size of your room.
 - Set up a small desk or podium in the front of the room.
 - Set up the flip chart so you can capture key points of the discussion after the game.
- Make enough copies of the instruction sheet so each participant can have one.

Playing the Scavenger Hunt Game

Welcome and Introductions

To begin the game, welcome participants and thank them for their participation. If necessary, ask individuals to introduce themselves to the group.

Learning Objectives

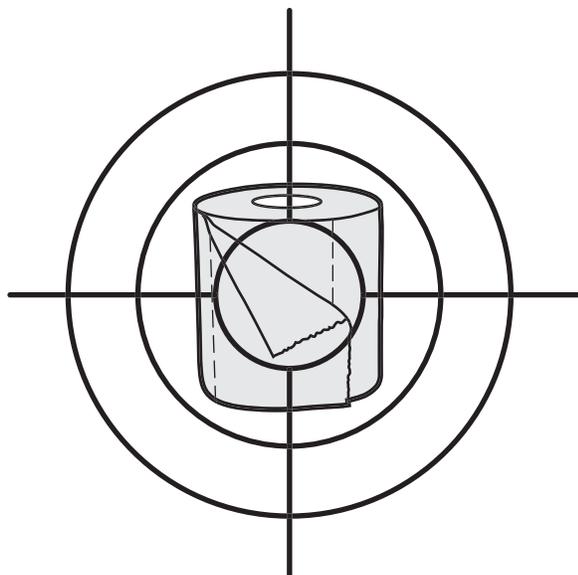
Tell participants that by the end of the session they will:

- Know their future teammates better.
- Understand the importance to teams of having a clear goal.
- Understand how teams work most effectively.

Agenda

Provide a brief description of the session's primary components:

1. Background to the Scavenger Hunt.
2. The game itself.
3. Debrief and discussion on what the game shows, and how its lessons can be applied to HIV care.
4. Feedback and close.



Background to the Game

Facilitator's note

Teams that work well are like sports teams. The best ones have members with different skills and strengths, and coordinate these skills and strengths in pursuit of a common goal. Groups of people just forming as teams will have difficulty coordinating their efforts. They will not yet know the skills of their colleagues and may not trust that they can contribute to the task. This game gives a new team experience at working on a task, and through this experience will help give the team confidence in their ability to succeed at the upcoming quality improvement work in your HIV program.

Your job as facilitator is to observe how the teams go about the scavenger hunt. Does everyone on the team search for every item together? Does one person go off on his or her own to try to do all the work without consulting others? Chances are, the most successful team will be the one that divides up the tasks, and you should be prepared to point this out and lead a discussion about effective teamwork.

In creating the list of items each team has to find, aim for some that will be easy and some that will be hard. Try to include items that will involve collaboration to locate. Encourage teams to be creative (that's where the fun comes in) but clarify that you will be the judge of whether a "creative" item meets the requirements of the hunt (hint: use this option to reward examples of good collaboration and teamwork). The teams are likely to get very competitive!

Key points to explain to your audience:

- Explain that working as a team can be a different experience, even for people who previously have worked together in a clinic or other setting.
- Highlight that the first step in forming as a team involves getting to know each other; this game is designed to give participants a chance to begin to work together and to have fun.
- Explain that this game will also help illustrate some of the issues involved in working in teams.

The Game Itself

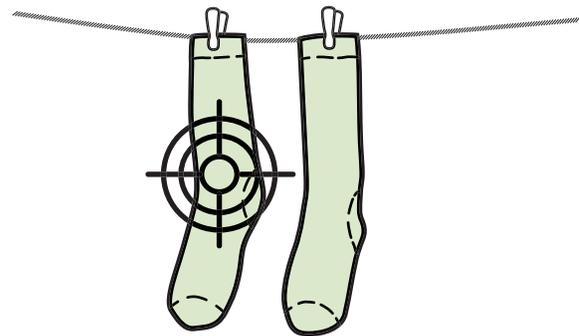
- Convene at least three new teams to participate in the Scavenger Hunt.
- Give each team the list of items they must find (see Attachment 1 for an example). Mention the prize that will go to the winning team.
- Clarify the instructions and ground rules:
 - Time limits.
 - Can't leave the site.
 - Can't sabotage another team.
 - Creativity and teamwork are encouraged (but you are the judge).
- Ask for and answer questions; when all questions are answered, begin the hunt.
- Give a 5-minute warning as time runs out.
- Each team presents its items. If an item has been "creatively" developed, you indicate whether it is acceptable.
- Identify the winning team and award prizes. Congratulate all participants on their success.

Debrief and Discussion

- Ask each team to describe its method: how did that team go about carrying out the task?
 - On reflection, did this method work well?
- If the results support it, note that the teams that divided up tasks and coordinated their work had the best result.
- Discuss the application of what they have learned to their planned HIV QI work.
 - What did they learn about how they work as a team?
 - How will what they learned affect their work on their next team task?
 - What else would they like to know about team working?

Feedback and Close

- Ask your audience for feedback on whether this session met its objectives. Take notes of their responses on a flip chart, and keep it for your use in the future.
- Schedule an informal follow-up session with any audience member who wants clarification or more information on the game or the concepts you discussed.
- Thank your audience and congratulate them on their hard work and success.



Attachment 1

Sample Scavenger List and Team Instructions

Instructions:

Work as a team to find as many of the items on this list as you can. A prize will be given to the team(s) that can find the most items.

Time Limit:

30 Minutes. You will be given the exact time you must return to the main meeting room.

Ground Rules:

- You may not leave the building with the sole exception of going to the parking lot to get one or more items out of a team member's car.
- You may not negatively influence or affect the work of any other team.
- Creativity and teamwork are encouraged.

The List:

- A "state" quarter from one of the original 13 states.
- A copy of the "Home" section from today's New York Times.
- A box of Tic-Tacs (at least partially full).
- A roll of toilet paper.
- A deck of cards.
- A photograph of a pet.
- A tube of Colgate Total toothpaste.
- A copy of a medical or hospital-related professional journal (e.g., New England Journal of Medicine, Modern Healthcare, Joint Commission Perspectives, nursing or social work journals).
- A pair of white socks.
- A set of jumper cables.
- Any memorabilia (hat, t-shirt, key chain, socks, etc.) from the New York Mets or New York Yankees.
- A jar or bottle of cream or lotion containing alpha-hydroxyl acids.

Good Luck!!!