

# Teamwork & Teamplay

Building Unity, Community, Connection  
And Teamwork Through Active Learning

## Team & Community Building Activities that Explore Assets & Multiple Intelligences

Here are 14 activities that build community, leadership and team skills, while exploring a variety of assets. In addition, these activities also explore 7 of the 8 currently identified multiple intelligences. You can find more active learning and teambuilding ideas in the books: *Teamwork & Teamplay*, *The Book on Raccoon Circles*, *A Teachable Moment*, and *Teambuilding Puzzles*.

No.	Activity Name	Developmental Asset	Multiple Intelligence
1	The Big Question	Reading	Linguistic
2	Shaping the Future	Cultural Competence	Interpersonal
3	Face 2 Face / Back 2 Back	Interpersonal Competence	Linguistic / Interpersonal
4	Believe It or Knot	Interpersonal Competence	Linguistic / Interpersonal
5	Commonalties	Interpersonal Competence	Linguistic / Interpersonal
6	Inside Out	Planning & Decisions / Integrity / Honesty	Logical / Mathematical
7	Grand Prix	Achieve / Motivation / High Expectations	Bodily / Kinesthetic
8	Magic Carpet	Service to Others	Bodily / Kines. / Spatial
9	Teamplay Tubes - WNBA	Creative Activities	Spatial / Logical / Math
10	Marching to a Diff. Drum	Creativity / Community Values Youth	Musical / Bodily / Kines.
11	The Clock	Interpersonal / Planning & Decisions	Bodily / Kinesthetic
12	Shape Up!	Interpersonal / Planning & Decisions	Bodily / Kinesthetic
13	Pizza Flipping	Interpersonal / Planning & Decisions	Bodily / Kinesthetic
14	Cross the Line!	Peaceful Conflict Resolution Personal Power	Bodily / Kinesthetic / Inter & Intrapersonal

The equipment used in Teamwork & Teamplay workshops can be found by contacting Teamwork & Teamplay at (585) 637-0328 or Adventure Hardware at (877) 269-3999 or [www.adventurehardware.com](http://www.adventurehardware.com)

Teamwork & Teamplay books are available from the American Camping Association at (800) 428-CAMP or [www.aca-camp.org](http://www.aca-camp.org) and Adventure Hardware at (877) 269-3999 or [www.adventurehardware.com](http://www.adventurehardware.com)

### Free Downloads from the Teamwork & Teamplay Website:

The following articles are available as PDF downloads from the T&T website:

**Raccoon Circle Activities** the most recent collection of new Raccoon Circle team activities.

**The Summer Dance Program at Camp** Learn how to use music and dance for social recreation.

**Exploring the Stages of Group Formation** From forming to transforming, with activities.

**In Defense of Adventure-Based Education and Active Learning Opportunities** the perfect 'ammunition' for convincing the decision makers in your organization.

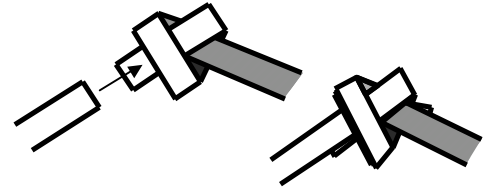
**What's Next?** Author and teambuilding expert Dr. Jim Cain gives his view of the future of active learning.

## Raccoon Circles



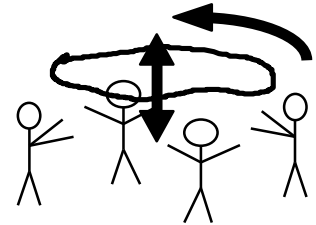
With one piece of tubular climbing webbing, you can facilitate more than 100 different team activities! Download a sample of 30 activities at [www.teamworkandteamplay.com](http://www.teamworkandteamplay.com) or buy the 272 page collection of activities contained in *The Book on Raccoon Circles*, from ACA or Learning Unlimited at 1-800-622-4203.

While a variety of knots can be used to tie flat webbing together, the water knot is one of the strongest and best. The “water knot” is so named because river rafting guides use such a knot with flat webbing, so that even when wet, the knot can easily be removed.

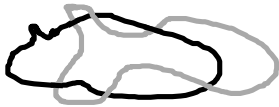


**W.A.M.F.** stands for *Wrapped Around My Finger*, and pretty much explains this entire activity. Begin with an unknotted segment of webbing. One person in the group begins wrapping the webbing around their index finger, and while doing so, provides the group with some information about themselves (where they were born, family members, school experiences, childhood pets, dreams, goals, favorite foods, etc.) The goal is for this person to continue talking until the webbing is completely wrapped around their finger.

**Tossing the Pizza** - This activity definitely fits into the “harder than it looks” category. Begin with a group of 5-8 participants holding onto a knotted Raccoon Circle, hands upward, elbows straight, with no slack in the circle. The challenge is for the group to toss this Raccoon Circle pizza into the air, at least to the height of their heads, and then for everyone in the group to catch the circle as it drops back down, without anyone moving their feet.



**Where You From? Where You Been?** – Use the Raccoon Circle to create a map of the city, county, state or country you are from (or a place you have recently traveled to), and tell us something about that place.



**The Missing Link** - This consensus building and group problem solving activity is designed to assist groups in building life skills. The goal is for the group to decide if the two Raccoon Circles are linked or connected (like links of a chain), or unlinked, without touching them.

**Believe It or Knot** - With the entire group holding a Raccoon Circle (either seated or standing), the knot is used as a pointer to identify the person talking. Begin by passing the knot to the right around the group. Someone says “right there!” the knot stops, and the person nearest it has the opportunity to disclose some interesting fact about themselves, such as, “I have seen three movies this week!” It is now the discussion and responsibility of the rest of the participants to decide whether they believe that this information is true or false. After some discussion, the group gives their opinion of the validity or falseness of the disclosure, and the person providing the comment can tell the real story.



**Inside Out** - This is a great initial problem solving activity. Begin with a Raccoon Circle on the floor. Have the entire group step inside the circle. The task is now for the entire group to go from the inside of the circle to the outside, by going underneath the Raccoon Circle, without anyone in the group using their hands, arms or shoulders.

**Not Knots** - A “doodle” is constructed (see examples) and the group is given the choice of whether this doodle will create a KNOT or NOT A KNOT, when the ends of the webbing are pulled.



**A, B, C ... 1, 2, 3**



**Shape Up!** Using a Raccoon Circle, with all member of the group holding on, form the following letters, numbers and shapes as quickly as possible.

*Raccoon Circles have become the “world wide webbing.”*

Jim Cain

**The Book on Raccoon Circles**, 2002, by Jim Cain and Tom Smith, Learning Unlimited Publishers, Tulsa, Oklahoma, USA Phone 1-888-622-4203 [www.learningunlimited.com](http://www.learningunlimited.com) ISBN 0-9646541-6-4

**Teamwork & Teamplay**, 1998, by Jim Cain and Barry Jolliff, Kendall Hunt Publishers, Dubuque, Iowa Phone 1-800-228-0810 ISBN 0-7872-4532-1 419 pages of portable adventure-based activities, equipment, resources and references, with many activities that can be performed using Raccoon Circles.

# What's Next

By Jim Cain, Ph.D.

Teamwork & Teamplay

For 33 years now I've been active in the field of adventure-based learning (and along with it the many other names that this style of education includes, such as: experiential learning, experience-based training, teambuilding, leadership development, ropes and challenge courses, and most recently, active learning). During this time, there has been a flow of ideas, grass root programs, curriculum development, research and general discussion that has allowed this field to mature and proliferate. Adventure-based learning now spans the extremes from collaborative and cooperative games played by children on the school playground and at summer camps, to experiences that test the leadership principles and alter the culture of international corporations in their boardrooms.

With such a rich history, and a strong presence in our modern society, the obvious question is "What's Next?" I believe that in order to answer this question for the future, you must first look at the past.

Ten years ago, a challenge course professional could approach local businesses and corporations and mention the word 'teambuilding' and easily attract business. More recently, the focus has changed from teambuilding to exploring leadership issues. Corporations want to take existing employees and help them achieve the skills they need to become leaders within the organization. To this end, many of the activities used for adventure-based teambuilding have been reformatted to focus not only on the team completion of a task, but also on the leadership talents utilized during the project. Even more important in this transition, is the change from simply accepting what a challenge course offered, to corporations requesting facilitators to frame activities and initiatives around a central theme or goal. In many cases, the actual activities used in each of these cases is the same, but the facilitation of these activities has dramatically changed. Corporate audiences have become 'informed consumers' of adventure-based training, and often request specific outcomes for each training session.

For a number of years now, I believe that traditional Human Resources (HR) and Organizational Development (OD) professionals have been looking at the adventure-based and active learning communities, and 'borrowing' some of our best materials, repackaging these in more traditional lecture style formats, and positively impacting their corporate training presentations. It is now time for adventure-based facilitators to borrow the best from the HR and OD fields, and apply it to our programs. By delivering 'content rich' programs, which focus on key corporate initiatives (such as clear communication, creative problem solving, consensus building, decision making, resource management, conflict resolution, teambuilding and leadership), we are able to bring the best training technique known (experience-based education and active learning) to our clients, with confidence that we can help them achieve their training goals.

With this in mind, it is now time to revisit our initial question from above, "What's Next?" While the following opinions and comments are certainly my own, there are an enormous number of authors who agree with me. The reference and resource listings in my upcoming book on this subject contain more than 200 books, publications, journal articles and websites. Many of these references did not exist just a decade ago, and are the result of expanding interest and perceived value in this arena.

***I believe, as we go forward, that the next wave in adventure-based programming and active learning will be shaped by the word 'connection.'***

The National Longitudinal Study of Adolescent Health (the study funded near the time of the Columbine High School tragedy a few years ago) had two not-so-surprising results. Students that felt a connection to their families, and students that felt a connection to their schools, were incredibly well insulated from nearly all of the traditional risky behaviors associated with adolescence. Corporations have discovered that employee retention and engagement improves as an employee feels a sense of connection in the workplace. Even our current conventional wisdom on organizational effectiveness shows that there are three things required for highly effective teams:

1. A clearly identified, articulated and worthy task.
2. The opportunity for growth, advancement and building new skills
3. The opportunity to create connection and maintain relationships with other members of the group. Sometimes referred to as the 'social capital' of the organization.

The third item mentioned above clearly demonstrates the need for connection in our corporate world. The NLSAH results show similar needs in the world of our children. And additional studies, such as the Alameda County Study (1979) by Dr. Lisa Berkman of Harvard University, show that for even the elderly in our communities, personal health and the quality of their lives improve with the amount of connection they have to the other members of their community. For more information about these subjects, see the references listed at the end of this article.

***It is time for us to do what we have always done well - build unity, community and connection through activities that utilize a wide variety of life skills and that open the door to meaningful conversations about subjects that matter.***

I would encourage each of you that read this article to find the following information at your local library, on-line or at your local bookstore, and learn how to apply it in your pursuit of the next wave in adventure-based and active learning. And, if you would like a publication that is a bit more specific to the corporate adventure-based learning field, you can review a copy of “The Value of Connection - In the Workplace” by Jim Cain and Kirk Weisler. Available in the fall of 2006.

### **Reference Articles**

Connect - 12 vital ties that open your heart, lengthen your life, and deepen your soul, 1999, Edward M. Hallowell, Pantheon Books, New York, NY USA ISBN 0-375-40357-4 Connection improves the quality and length of your life, and here is the information that proves it!

The Value of Connection in the Workplace - You can become the catalyst for building community and creating a positive work environment in your corporation, 2007, Jim Cain and Kirk Weisler. “A new classic in creating the kind of unity, community and connection in the workplace that you always knew was possible, in an active, fun and productive manner. This book contains the philosophy, research and easy-to-follow activities for anyone to have a positive impact on their own organization.” Available November 2006.

Exploring the Stages of Group Formation Using Adventure-Based Activities, Jim Cain, Teamwork & Teamplay website [www.teamworkandteamplay.com](http://www.teamworkandteamplay.com).

Peer Harassment, School Connectedness, and Academic Achievement, Marla Eisenberg, Dianne Neumark-Sztainer and Cheryl Perry, *The Journal of School Health*, Volume 73, Number 8, October 2003, pages 311-316.

Protecting Adolescents From Harm: Findings From the National Longitudinal Study on Adolescent Health, Michael Resnick, Peter Bearman, Robert Blum, et.al., *Journal of the American Medical Association (JAMA)*, Volume 278, Number 10, September 10, 1997, pages 823-832.

Social Ties and Susceptibility to the Common Cold, Sheldon Cohen, William Doyle, David Skoner, Bruce Rabin and Jack Gwaltney, *Journal of the American Medical Association (JAMA)*, Volume 277, Number 24, June 25, 1997, pages 1940-1944.

The National Longitudinal Study on Adolescent Health - Preliminary Results: Great Expectations, Jonathan Klein, *Journal of the American Medical Association (JAMA)*, Volume 278, Number 10, September 10, 1997, pages 864-865.

### **Some Information about the Author**

Dr. Jim Cain is the author of the teambuilding texts, Teamwork & Teamplay, The Book on Raccoon Circles, A Teachable Moment and Teambuilding Puzzles. He is a former Executive Director of the Association for Challenge Course Technology, Senior Consultant to the Cornell University Corporate Teambuilding Program and the Director and creative force behind the adventure-based training company, Teamwork & Teamplay. Dr. Cain makes his home in Brockport, New York and frequently serves as a visiting professor and staff development specialist on subjects ranging from experiential education to challenge and adventure-based activities, and from creating connections to leadership, structural engineering, chaos and powder mechanics. Dr. Cain has presented teambuilding and active learning sessions in 43 states and 10 countries in the past 7 years, and generally has more equipment and adventure-based books in his library than most developing nations. His most recent project is the new book “The Value of Connection - In the Workplace.” If you would like to have Dr. Cain present a workshop, conference session or keynote address at your next staff training, in-service day, or special event, contact him at the address below.

Jim Cain, Ph.D. Teamwork & Teamplay 468 Salmon Creek Road Brockport, NY 14420  
Phone (585) 637-0328 [jimcain@teamworkandteamplay.com](mailto:jimcain@teamworkandteamplay.com) [www.teamworkandteamplay.com](http://www.teamworkandteamplay.com)

# Growing Dendrites and Active Learning

By Jim Cain, Ph.D.  
Teamwork & Teamplay

If you enjoyed Dr. Marcia Tate's outstanding article in the January/February 2006 Issue of the American Camp Association's Camping Magazine (pages 34-37), here are a few ideas how adventure-based and active learning can further explore the concepts she presents in her article.

*As the bottom get number, the brain gets dumber!*

Marcia L. Tate

*The brain can only absorb what the butt can endure!*

Gabe Campbell

Brain research suggests that the more actively engaged in the learning process a student is, the greater the retention of information presented. Simply stated, the more engaging the learning process, the more information you can expect your participants to leave with (which is the goal of education anyway, isn't it?) Let's take the twenty strategies outlined by Dr. Marcia Tate for improving the learning process, and see just how many can be explored using adventure-based and active learning activities.

No.	Strategy	Adventure-Based and Active Learning Opportunities
1.	Active Discussion	Facilitation, debriefing, reviewing and personal reflection all explore this strategy.
2.	Sketching/Artwork	Creative expression in debriefing techniques (Read <i>A Teachable Moment</i> ).
3.	Field Trips	Explore challenge courses in new areas, away from familiar surroundings.
4.	Fun & Games	Energizers, icebreakers, laughter, surprises, de-inhibitizers.
5.	Graphics	Use pictures and illustrations to explain teambuilding activities during staff training.
6.	Humor	Helpful to reduce stress on the high ropes course, peaceful reflection and journaling.
7.	Tactile Objects	Body part debriefing tools from TW, group juggle with soft throwables.
8.	Metaphors	Used throughout teambuilding activities to set scenarios
9.	Mnemonics	Create your own to help campers & staff remember (Red means Dead! on harnesses)
10.	Movement	Absolutely part of active learning. Movement is the door to Education (Dennison)
11.	Music & Rhythm	Marching to the Beat of a Different Drum, Energizers, Reflective Music
12.	Project-Based	Build team skills and then reinforce these with additional challenges for the group.
13.	Reciprocal Teaching	Encourage participants to 'pair & share' to assist each other during the learning process.
14.	Drama & Role Playing	Encourage participants to 'act out' their learnings during reviewing activities.
15.	Storytelling	Stories told during debriefing provide an 'anchor' for the learning program.
16.	Technology	Use photographs, journals, and websites to share the experience.
17.	Visualization	Use this technique to help groups plan how they will solve a challenge.
18.	Visual Aids	Use animation, graphics, illustrations, photos, sketches & pictures to make your point.
19.	Internships	Staff that learn how to lead teambuilding, learn how to create teams!
20.	Writing	Journaling at the end of an event or program reinforces the knowledge gained.

Well, there are a few ideas to increase brain-based learning at your camp, especially using adventure-based learning activities. For even more information, read about multiple intelligence theory, from the book:

**Multiple Intelligences in the Classroom**, Thomas Armstrong, 2000, ASCD Alexandria, Virginia  
USA ISBN 0-87120-376-6 Probably the "best" book on using multiple intelligences.

And for a wide collection of adventure-based and active learning activities, read the following books, all available from the ACA bookstore:

**Teamwork & Teamplay    The Book on Raccoon Circle    A Teachable Moment    Teambuilding Puzzles**

# Teamwork & Teamplay

Building Unity, Community, Connection and Teamwork  
Through Active Learning

**Welcome to the world of Teamwork & Teamplay!  
The active way to build unity, community, connection  
and teamwork through active learning.**



Some of the unique team and group building activities you'll find at Teamwork & Teamplay include: The Bull Ring, Lycra Tubes, PVC Teamplay Tubes, Processing and Debriefing Activities, The Magic Carpet, Teambuilding Puzzles, Raccoon Circles, Funderbirds, Boomerangs, 2 Liter and Paper Rockets, Corporate Teambuilding Activities, 2B or Knot 2B, The Ropework & Ropeplay Collection of 210+ Activities, The Puzzle Cube, Activities for Building Community and Connection, Disc Golf Courses, Exploring Multiple Intelligence Learning Styles, Active and Adventure-Based Learning, MBTI, The Worm Hole, Not Knots, The Virtual Slideshow, Musical Pipe Chimes, Puzzles and Games, Community Singing and Dancing, The Great Puzzle Quest, Outstanding Staff Training Programs, and much, much more!

The following articles are available as FREE PDF downloads from the Teamwork & Teamplay website:

**The Summer Dance Program at Camp** at [www.teamworkandteamplay.com/activities.html](http://www.teamworkandteamplay.com/activities.html)  
also available in the May/June 2002 issue of Camping Magazine, from the American Camp Association

**Raccoon Circle Activities** at: [www.teamworkandteamplay.com/raccooncircles.html](http://www.teamworkandteamplay.com/raccooncircles.html)

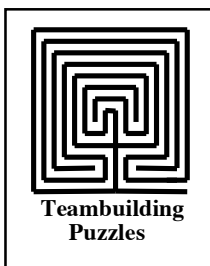
**Exploring the Stages of Group Formation** at [www.teamworkandteamplay.com/activities.html](http://www.teamworkandteamplay.com/activities.html)  
also available in the May/June 2003 issue of Camping Magazine, from the American Camp Association

**In Defense of Adventure-Based Education and Active Learning Opportunities** at:  
[www.teamworkandteamplay.com/activities.html](http://www.teamworkandteamplay.com/activities.html) and also in the Kendall/Hunt publication,  
*Developing Challenge Course Programs for Schools*, by Scott Wurdinger and Jeff Steffens.

## Websites of Interest

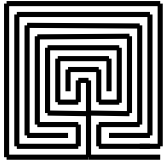
Games for Teachers and More, from Chris Cavert  
Processing, Debriefing and Reviewing Website  
Harvard Project Zero - Multiple Intelligence Information  
The Search Institute (Assets for Communities and Youth)  
The Adventure Group (Challenge Courses, Equipment & Training)  
Adventure Hardware (T&T Equipment) Phone 1-877-269-3999  
The American Camping Association Knowledge Center  
Teamwork & Teamplay

[www.fundoing.com](http://www.fundoing.com)  
[www.reviewing.co.uk](http://www.reviewing.co.uk)  
[www.pzweb.harvard.edu](http://www.pzweb.harvard.edu)  
[www.search-institute.org](http://www.search-institute.org)  
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[www.aca-camps.org/knowledge](http://www.aca-camps.org/knowledge)  
[www.teamworkandteamplay.com](http://www.teamworkandteamplay.com)



# Making Teamwork as Easy as Teamplay

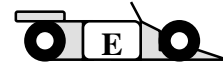
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Phone (585) 637-0328 Email: [jimcain@teamworkandteamplay.com](mailto:jimcain@teamworkandteamplay.com) Website: [www.teamworkandteamplay.com](http://www.teamworkandteamplay.com)



Teambuilding  
Puzzles

## Modern Hieroglyphics

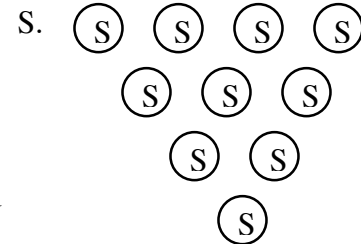
Words that say one thing, and mean another



Decode each of the cryptic messages below and write the true message below each clue.  
For example, message L below decodes as “a little bit more.”

A. GESG

J. \_\_\_\_\_ it



B. Traveling  
CCCCCC

K. LOOK KOOL CROSSING

C. 2 UM + 2 UM

L. bit MORE

T. SOM

D. EILN PU

M. ME NT

U. 2THDK

E. HIJKLMNO

N.

V. WIRE  
Just

F. YOU/JUST/ME

O. ISSUE x 10

W. BAN ANA

G. RLD

P. THEHANGRE

X. SSSSSSSSSC

H. Often, Often, Often,  
Not, Not

Q. nafish nafish

Y. SIGHT LOVE  
SIGHT  
SIGHT

I. T I M E  
abdefgh

R. 

more	more	more
more		more
more	more	more

Z. Wheather

This collection of word puzzles is from the book

## Teambuilding Puzzles

100 Puzzles and Activities For Creating Teachable Moments in Creative Problem Solving,  
Consensus Building, Leadership, Exploring Diversity, Group Decision Making,  
Goal Setting, Active Learning, Communication & Teamwork

From four of the most creative professionals in the teambuilding world today:  
Jim Cain, Mike Anderson, Chris Cavert and Tom Heck

# Autographs

First, write your first name in the block to the right. Then find another person who **has done** (sign the top portion of the block) or **has not done** (sign the bottom portion of the block) any of the activities listed below. You can sign up to two blocks on anyone's autograph page.

Hello, my name is:

Your first name here, in great big letters.

I have done this signature

**Example: Has gone water skiing**

I have not done this signature

Knows someone famous

Has an unusual hobby

Knows how to program their VCR or DVD player

Has been to Mount Rushmore

Has ridden a camel or unicycle

Plays a musical instrument

Has many siblings

Collects something interesting

Can speak a Foreign Language

Had an unusual job

Looks the most like you

Has been on TV

Likes their dentist

Has performed on stage

Has not been to summer camp

Would bungee jump if the chance occurred

Has not flown on an airplane