

001



2



3

Hoovering Hands

Build reפור with another person.

Type: Wind down / ground participants

Materials: -

Description

This exercise teaches the participants to build reפור, without any physical contact.

001 Hoovering Hands

Description

1. Have the Participants stand towards each other
2. Place the right hand on top of each other - with 2-3 cm space between
3. The bottom hand is the controlling hand - and the top hand must follow whatever the top hand is doing - keeping the space and parallel angle between them.
4. if the controlling hand ends above the hand that is following - roles switch - as the bottom is always the one controlling.
5. Encourage the participants to switch from time to time - so both experiences both roles.

*Debriefing questions could be:

What did you experience?

Was it easy?

What was hard?

How was resistance visible?

What did you do to overcome the resistance?

002



Hoovering bodie

Type: Wind down / ground participants

Materials: -

Description


002 Hoovering bodie

Description

Same instructions as Hoovering Hands (#001). Start by hoovering hands.

Addition is that along with the hoovering of hands, the follower must mirror what the controller is doing with his body, other hand, head and feet.

003

 2 - ∞

 -

Change Language

Type: Wind down / ground participants

Materiales: -

Description

003 Change Language

Description

If the pace of speak within a group is to high and people are talking over each other and the facilitator needs to wind down the group, a tip could be to change all conversation to another language (eg. english for people where english is not their primary language)

004

 2

 5

One, Two, Three

Take turn as a pair to coordinate counting out loud

Type: Building or strengthen relationship

Materiales: -

Description

004 One, Two, Three

Description

1. Instruct the pairs to count out loud 1-2-3. They have to take turns - one number at a time. Hva ehtem to this for 30 sek - so they get the habit of doing it.
2. Ask them to replace 1 with a clap. So Person A Claps. B says "2". A says "3". B Claps. A Says "2". B Says "3". A Claps etc.
3. Replace 3 with the person jumping.
4. Replace 2 with a snap of the fingers. If some is not able to snak their fingers you could have them squad (go into their knees).

005



2



5-10

...Four, Five, Six

Expand your pair coordinatin by counting out loud even more numbers

Type: Building or strengthen relationship

Materials: -

Description

005 ...Four, Five, Six

Description

Start with the 004 - One, Two, Three and extend it by counting to 6 - with replacing 4-5-6 with other gestures.

Gestures could be:

- Turn your body
- Lift your knee/foot/leg
- Whistle
- Say "Yeehaa!"
- Stepdance / dance your personal powermove

006



8 - ∞



5 - ?

World Championship in Rock, Paper, Scissors (AKA Cheerleader)

Type: Building or strengthen
relationship

Materials: -

Description

006 World Championship in Rock, Paper, Scissors (AKA Cheerleader)

Description

Best with bigger crowds (20 and above).

1. Get people to pair up (2 and 2). Instruct them how to show the 3 figures with their hands:

Rock: Shut fist

Paper: Open hand

Scissors: Fist showing two fingers (2+3 finger)

3. Rules are that

- Rock beats Scissors (they break)
- Scissors beats Paper (cuts it in pieces)
- Paper beats Rock (covers it)

4. Best of 3 tries. Show figure on 3.

5. Instruct them that this is the world championship in Rock-Paper-scissors.

The world Championships element is that everyone - after loosing - will act as cheerleaders to the winner - and follow that one around should out his/her name, clapping and creating a cheerleader-like experience around the winnder.

007



8 - ∞



Bear, Grandma, Samurai

Type: Building or strengthen relationship

Materials: -

Description

007 Bear, Grandma, Samurai

Description

Twist of 006 - World Championship in Rock, Paper, Scissors (AKA Cheerleader).

1. Get people to pair up (2 and 2. Instruct them how to show the 3 figures:

Bear Hands in the air and roaring with a deep voice

Grandma: Smiles sweet and giggles in a calming voice

Samurai: Stands tall holding his imaginary Sword with both hands and saying "Hai!"

3. Rules are

- Bear beats Grandma (eats her)
- Grandma beats Samurai (He feels so comfortable that he forgets to fight)
- Samurai beats bear (Slays it with sword)

4. Best of 3 tries. Show figure on 3.

You can have the

Championship/Cheerleader element - or omit it - depending on time constraints.

008

♂ 8 - ∞



Dragon, Princess, Knight

Type: Building or strengthen relationship

Materiales: -

Description

008 Dragon, Princess, Knight

Description

Twist of 006 - World Championship in Rock, Paper, Scissors (AKA Cheerleader).

1. Get people to pair up (2 and 2. Instruct them how to show the 3 figures:

Dragon: Hands in the air and roaring with a deep voice

Princess: Lift up in her imaginary dress and giggles in a thin voice

Knight: Stands tall holding his imaginary Sword with both hands

3. Rules are


- Dragon beats Princess (eats her)
- Princess beats Knight (Enchantes him)
- Knight beats dragon (Slays it with sword)

4. Best of 3 tries. Show figure on 3.

You can have the

Championship/Cheerleader element - or omit it - depending on time constraints.

009

 8 - ∞



Giants, Trolls and Witches

Type: Building or strengthen relationship

Materiales: -

Description

009 Giants, Trolls and Witches

Description

Group version of Rock, Paper, Scissors.

1. Split people into 2 groups. Instruct them how to show the 3 figures:

Giants: Stands tall swinging his hands from side to side

Trolls Hands in the air and roaring with a deep voice

Witches: Giggle with an old woman voice (Gnahahaha)

3. Rules are

- Giants beats Trolls (dismembers their bodies)


- Trolls beats Witches (Eats them)

- Witches beats Giants (curses them)

4. As a group they decide what figure to show. Gamemaster counts down from 5 to 0 - and then the two groups goes towards each other - and on 0 shows the figure.

5. The Team that loses - will give as many team members to the winning team - as the round we are playing. So round 1 = 1 person. Round 2 = 2 people. Etc.

010

 8 - ∞



Eggvolution

Egg, chicken, elephant, superman

Type: Building or strengthen relationship

Materials: -

Description

Twist of 006 - World Championship in Rock, Paper, Scissors.

0. Everyone is an egg at the beginning.

1. Get people to pair up (2 and 2. Instruct them how to show the 3 figures with their hands:

Rock: Shut fist

Paper: Open hand

Scissors: Fist showing two fingers (2+3 finger)

3. Rules are that

- Rock beats Scissors (they break)
- Scissors beats Paper (cuts it in pieces)
- Paper beats Rock (covers it)

010 Eggvolution

Description

...continued...

4. Best of 3 tries. Show figure on 3.

5. Everyone start as an egg.

An egg hits its head saying egg, egg, egg, egg...

When a egg meets another egg, they play rock, paper, scissors

The winner evolves into a chicken.

Best of 3 tries.

6. Everyone evolved into a chicken - shows this by makes chicken noises and flapping his arms as wings.

When a chicken meets another chicken, they play rock, paper, scissors

The winner evolves into an elephant

7. An elephant makes trumpets sounds while moving its trunk (one hand on nose - other arm waving around inside armloop)

8. When an elephant meets another elephant, they play rock, paper, scissors.

The winner evolves into superman.

All the Supermen circles the others, flying with one arm in the air.

At the end of the game there will be 1 egg, 1 chicken, 1 elephant remaining and a lot of superheroes.

011



5 - ∞



Constellation Groups

LS: Social Network Webbing

Type:

Building or strengthen
relationship

Materiales:

-

Description

011 Constallation Groups

Description

Who knows who


Who do you think knows most about....

Who is the best facilitator...

Who knows the best joke in the group...

Etc.

012

 5 - ∞

 7

Creating Rain

Type: Building or strengthen relationship

Materials: -

Description

012 Creating Rain


Description

Have everyone stand in a perfectly round circle - capable of looking at each other. Instruct everyone to copy the action done by the person standing to the right of them. And continue doing it until it changes. That way the actions will spread starting from the leader to one person at a time..

The one leading the rain will start the below actions one at a time until its to the left of her - and then she will do the next action until the rain is at it's highest. From there the actions is done in reverse order until the rain stops again...

1. Rub your hands together
2. Snap 1 hand - so it makes a click
3. Snap both hands - so it makes a a click - click
4. Clap hands with a small "golf-clap"
5. Tap both knees - so they make a clap
6. Stomp both feet and tap both knees together (this is the highest sound)
7. Reverse alle the above actions - one at a time - 5-4-3-2-1
8. Stop making any sound by lowering both hands to your sides

013

 5 - ∞

 10

The Storm

Type: Building or strengthen relationship

Materials: -

Description

013 The Storm

Description


Twist of 012 - Creating Rain

After people have learned the Rain - instruct them that this is the same with the twist that when the rain is at the highest - 10 strokes of lightning will hit.

A lightning will be started by the leader running into the circle making making the sound of a lightning - followed by exchanging places with someone - that then is creating a lightning inside the circle.

After 10 lighnings - the person will stand to the left of the leader - and the rain will reverse into silence.

014

 5 - ∞

 10

2 True stories and a lie

Type: Building or strengthen relationship

Materials: -

Description


014 2 True stories and a lie

Description

Instruct everyone to come up with 3 stories about themselves. Something that is not commonly known. 2 of them have to be true - and 1 has to be a lie.

It could be piped up with a scoring sheet. Or just a show of 1-2-3 fingers - when participants are guessing which the lie is.

015

 2 - ∞

 5

Paint your Colleague

Type: Building or strengthen relationship

Materiales: Paper and pencil

Description

015 Paint your Colleague

Description

Everyone gets a piece of paper and a pen. Pair up. For one minute look into the eyes of the person you are drawing. Dont look down. Just draw. Share your picture with each other. You could write the name of the person and put all the drawings up on a Gallery wall.

016

† 5 - ∞

 10

Count to 33

Type: Building or strengthen relationship

Materiales: -


Description

016 Count to 33

Description

1. Form a perfect circle.
2. Instruct people that we now will count from 1 to 33 - where next number is counted by the person to the right.
3. Any number containing 3 will be replaced by a clap (so 3-13-23-30-31-32-33)
4. The same is true about any number that is a multiple of 3 (3-6-9-12-15-18-21-24-27-30-33)
5. We start over from 1 every time we break the rules until we get to 33.

017

 8 - ∞

 5

Circle of confidence (sit on my knee)

Type: Building or strengthen
relationship

Materiales: -

Description

017 Circle of confidence (sit on my knee)


Description

Form a perfect tight circle, shoulder to shoulder.

Turn so everyone faces the back of the person ahead of them.

Take one step toward the center of the circle (make sure the circle is still perfect)
Simultaneously sit on the knees of the person behind you.

018

 4 - ∞

 5

The knot / Untangle yourselves

Type: Building or strengthen relationship

Materials: -

Description

018 The knot / Untangle yourselves

Description

1. Stand in a tight perfect circle.
 2. Put your hands into the middle
 3. Find one hand to hold - for each of your hands (not your own)
 4. First round is to have one person instruct all the others how to untangle
 5. Second round is to have people selforganize in how to do it.
- You could jump directly into round two - depending on how this energizer is used

019

 2

 8

Check-In

Type: Focusing attention (or
prepare specific topic)

Materials: -

Description

019 Check-In

Description

1. Checkin could be done in a couple of different ways - all starts with everyone standing in a perfect circle
2. The facilitator could ask a question that everyone should answer by one word (or one sentence). Examples of such questions could be:
 - This morning I'm feeling....
 - I'm appreciating that....
 - I'm feeling warm inside when....
 - It makes me happy when...
 - I would like to thank XXX for

020

 5

 5

Scale - Constallation

Type: Focusing attention (or
prepare specific topic)

Materiales: -

Description

020 Scale - Constallation

Description

Instruct people that they should form a line - dependent on their answer different asked questions.

To find their place in the line they need to talk to the other participants.

Examples of questions could be:

- What time do we want to eat Lunch
- How many kilometers are you away from home
- What is your shoe number
- Hight
- Number of letters in your first name (or last name or both)
- Day and month in the year that they have birthday
- Number of conferences you've attended this year - or over the past year

021

 3

 5

1 sentence Scenario

Type: Focusing attention (or
prepare specific topic)

Materiales: -

Description

021 1 sentence Scenario

Description

Ask the audience for the description of a Scenario. The scenario or setting is described by everyone saying out loud one sentence. Adding on the the previously sentences.

The invitation for what Scenario to describe could be:

- What would a perfect Xmas Ilok like...
- A happy and mature team would act like...

It could also be a story/fairytale told one story at a time...

- It was a cold and stormy night.....
- Detective Johnson was wondering how the corpse ended up in that position.

022



10



10

Big Picture

Type:

Focusing attention (or
prepare specific topic)

Materials:

-

Description

022 Big Picture

Description

The idea with this energizer is to have all participants build one big picture together - with their bodies as part of the Picture.

Ideas for the picture to build could be:

- Big bird flying
- Titanic
- Xmas party at the Northpole

023

 10

 10

Big Machine

Type: Focusing attention (or
prepare specific topic)

Materiales: -

Description

023 Big Machine

Description

The idea with this energizer is to have all participants build one big machine with a lot of moving parts together - with their bodies each being a moving part. Once you have made yourself a moving part of the machine - you continue doing the same movement again and again - until the machine is finalized. So the first person will have to do it for perhaps 5 or 8 minutes....

Instructions could be as simple as "Build a machine" - or it could have a theme to be build around - examples could be:

- Santas shop
- Steam engine
- The Brewery
- The kitchen of a Michelin restaurant

024

 3

 5

Build 3 part product

Type: Focusing attention (or
prepare specific topic)

Materials: -

Description

024 Build 3 part product

Description

3 People build a moving scenario.

One person starts by adding his body each being a moving part with sound.

Once you have made yourself a moving part of the scenario - you continue doing the same movement again and again - until the scenario consists of 3 parts.

Starting point could be one person is sweeping. Next one add himself as a corpse being swept and last one could be standing as an angel.

The one starting the energizer decides who stays -lets say the angel - and the other two moves a way. Everyone in the room is allowed to jump in - as a new part until 2 new parts are there. Old part from last scenario must leave + 1 of the new parts. The Old part - from before decides who stays and the scnario building continues. Old part from previous scenario always decides who of the new parts stays.

025

 4

 10

Moving Robots

Type: Focusing attention (or
prepare specific topic)

Materiales: -

Description

025 Moving Robots

Description

1. Have the group of people split into pairs.
2. Have them decide who is the Robot and who is the Manager
3. The manager stands behind the robot
4. Instruct the participants about how the Robot is controlled:
 - Tapping on both shoulders at the same time makes the robot walk. The Robot continues walking until both shoulders are tapped again.
 - Tapping on the Left shoulder makes the robot turn left.
 - Tapping on the Right Shoulder makes the robot turn right.
5. Round two. Instruct the participants that now the robot covers his eyes with his hands - so he cannot see anything.

026

 4

 7

Catch my finger

Type: Focusing attention (or
prepare specific topic)

Materiales: -

Description

026 Catch my finger

Description

1. Stand in a circle.
2. Right hand points the index finger up.
Left hand surround the index finger of the person to the left (without physical contact)
3. Instruct people that when the facilitator shouts "Catch" (or "go" or a similar short word) the game is to try to catch the finger of the person to the left - while avoiding being caught by the person to the right.
4. Those that has been caught steps outside the circle - the circle of the remaining closes in
5. A socializing twist could be to have all that has been caught - and are now standing in an outer circle - to keep holding each other in the same way as when they were caught.

027



Clockwise circles

Shifting perspective

Type: Increase Energy

Materials: -

Description

Great little exercise in illustrating that things can have different perspectives

027 Clockwise circles

Description

1. Instruct people in the room to pick a point on the ceiling.
2. Point to that point with their index finger
3. Move the finger clockwise in a circle around that point
4. move the finger down - while continuing to circle around the point
5. When everyone has the finger at their chest or hips - ask them "Look at your finger - when did you decide to move it counterclock wise?"

028

 2

 5

5 Positive things

Come up with 5 positive things that happened today

Type: Increase Energy

Materials: -

Description

028 5 Positive things

Description

1. Ask people to think of 5 different positive things that happened today. You could ask them to write them down on PostIt notes.
2. Share in pairs or groups
3. Debrief question: Could you come up with examples of places in your daily life where you could benefit from noticing positive perspectives of a not so positive situation...

029

 5

 10

Turn the Alphabet

Type: Increase Energy

Materiales: Whiteboard + whiteboard pens

Description

1. Have the Alphabet written out before eg. on postit notes or on a whiteboard. Below each is either the letter R or L (for Right and Left) or - (for doing nothing).
2. Instruct people to read out the alphabet (like when we were children in school). Stop them when you can see that they know what you mean with "read out loud". It's typically around f-g-h-i or so.

029 Turn the Alphabet

Description

3. Tell them that the next thing is to read out loud the alphabet again - like we just did - but this time we will be turning our body as indicated below the letter. An R means turn your body 90 degrees to the right (clockwise). L means turn your body 90 degrees to the left (counterclockwise). And a Hyphen (-) means do nothing.
4. In the debrief let them notice how fast they get through the alphabet compared to doing just speaking out loud.
5. In debrief ask why people are not facing the same way - as they have been giving the same instructions
6. A twist could be to have numbers from 0 to 4. 0 is doing nothing. In first round Odd numbers is turning left. Even numbers is turning right. In the second round 0=do nothing. 1=Turn Right 2=Turn left 3=Move forward 1 step 4=move backwards 1 step
7. In debrief ask why people are not facing the same way - and not placed in same formation as when we started - as they have been giving the same instructions.

030

 5

 20

Draw the sprint

Type: Increase Energy

Materiales: Whiteboard + whiteboard pens

Description

030 Draw the sprint

Description

0. Make sure the whiteboard is whiped clean. Hand out one whiteboard pen per person.

1. Ask people to make up a drawing of what happened in the sprint on the board at the same time. This is a silent exercise. They will have 5 min. To do so

2. Only rule is that you have to draw something on the board. Preferable more than one element

3. And please pay attention to what the others are drawing - so before you start drawing something: take a step back and if already has been drawed - try to add a few more details.

4. Debrief: Have one from the team or all - describe what happened - with reference to the drawing - within the sprint. Story should be told from top left to bottom right. If one person is telling (interpreting) - instruct him that it's ok to seek help for understanding from his team mates.

Sound Ball

from improv

Type: Increase Energy

Materiales: -

Description

1. Form a circle.
2. Tell people: "Today I've brought my sound ball with me". Holding an imaginary ball. "And it's a very special ball - bacuse when I throw it - it makes a sound...like this....".

031 Sound Ball

Description

...continued...

3. Facilitator makes a sound when throwing it: "Youuuhhh"

4. "...and when someone catches it - it makes the same sound..."

The facilitator moved to the side and catches it making the same sound again "Youuuhhh".

5. "And then this person will make eyecontact with someone else in the circle and throw the ball again - this time making another sound - Bouuuyyaaaahhh - and the one catching it will make the same sound - Bouuuyyaaaahhh"

6. After 5 or 10 throws - the facilitator could ask "can we speed up the passing of the sound ball - make it go faster..."

7. Again after 5-10 throws "...or perhaps slow it down..."

8. "...Into slow motion..."

9. "...or bounce the sound ball once or twice before throwing it (making the sound for each bounce)" etc.

032

† 8

⌚ 5

Warewolves & Princesses

and trees

Type: Increase Energy

Materiales: -

Description

1. Instruct everyone that they are trees. Trees stand tall with their braches - their hands - raised into the sky - going elegantly in different directions.
2. Pick one person - and tell him (or her) that he is a princess walking around in the woods, picking flowers and really enjoying Mother Nature and the trees. Ask him to show how that looks like. Give 10 sec. to have him act as a princess in the woods.

032 Warewolves &

Princesses

Description

3. Tell him that its so wonderfull - if it wasn't for the warewolf - spoiling this perfect moment for the princess.
4. Pick another person - and tell her (or him) that she is a warewolf - and likes to run after princesses and eat them. Try that for 2 seconds - stop them before the princess is caught and eaten.
5. As this is an enchanted forrest - magic is present. So whenever a princess is standing still behind a tree - all 3 are shape shifting:
 - The princess turns into a Tree.
 - The Tree turns into a Warewolf
 - and the Warewolf turns into a princess
6. And the hunter is now the prey
7. Continue this for as long as it brings energy into the room
8. A twist could be to ass more princesses and warewolfes. This requires probably at least a group of 15-20 people in the room. Go to 2 persons close to each other and tell that they are also a warewolf and a princess. Tell them exactly who is what..

033

 1

 2

Penguins

Get warm fast

Type: Increase Energy

Materials: -

Description

033 Penguins

Description

1. This small energizer is used to help people get warm within one minute.
2. Instruct people to stand tall with their arms unbend into the body, with their hands pointing out from the side in an 90 degree angel.
3. Instruct people to move around in the room without bending their legs, only moving their feet. This will make everyone kind of look like penguins.
4. When moving around for every step the shoulders should move up and down. That will make everyone really look like moving penguins.
5. After moving around for 30 sek or a minutes everyone is really warm. 2 minutes will break a sweat.

034 Happy Salmon

Description

This requires the cards that can be bought on amazon.

034

 4

 3

Happy Salmon

Type: Increase Energy

Materiales: Happy Salmon Card Game

Description

035



Form a triangle

Think of 2 people

Type: Increase Energy

Materiales: -

Description

035 Form a triangle

Description

1. Instruct people to think of 2 other people in the room
2. Tell them "The objective is to form a perfect triangle with you and the other two people as the three points of the angle.

So when the others are moving, based on the distance between them, you should position yourself in the same distance to them, so the three of you form a perfect triangle ".

3. After a few seconds people starts moving. After a minute or two the tempo of people moving around has gone up and down a couple of times, it's time to stop the exercise.

036

 6

 3

Form a perfect line

Type: Increase Energy

Materials: -

Description

036 Form a perfect line

Description

1. Instruct people to think of 2 other people in the room
2. Tell them "The objective is to form a perfect line with you and the other two people as the three points of the line. So when the others are moving, based on the distance between them, you should position yourself in the middle between them, so the three of you form a perfect line".
3. After a few seconds people start moving. After a minute or two the tempo of people moving around has gone up and down a couple of times, it's time to stop the exercise.
4. A twist could be instead of being the middle point, it could be that the person is the end point

037



Invisible Ball

Toss around the invisible ball

Type: Increase Energy

Materiales: -

Description

037 Invisible Ball

Description

Add another invisible ball. Add one that is hot. Add on that is sticky. Add one that explodes if not passed within one second.

038

† 3

 5

Passing Candy

Type:

Building or strengthen
relationship

Materiales:

Bag of candy (e.g. M&M)

Description

038 Passing Candy

Description

Pass a bag of candy (like M&Ms) and have everyone take as many as they like. (Don't explain your purpose). Once everyone has some candy, have them share one piece of info about themselves for every piece of candy they took.

039

 3

 5

Piece of String

Type:

Building or strengthen
relationship

Materiales:

Ball of easy to tear string
(eg. for knitting)

Description

039 Piece of String

Description

Pass around a ball of string. As people to take a piece (any length they want) but don't

tell them the purpose of the icebreaker.

When everyone has string they have to wrap it around their finger and tell something

about themselves every time they wrap it around.

040

 2

 5

Words from ours Names

Type: Building or strengthen relationship

Materiales: Paper and pencil

Description

040 Words from ours Names

Description

On a sheet of paper, the two partners write out their names and attempt to make other words using only the letters included in the names.

After a set time limit, the one with the most new words wins.

041

 8

 5

Personal Bingo

Type:

Materials: Paper and pencil

Description

041 Personal Bingo

Description

Each person signs his/her name on a slip of paper which is put into the hat (these are

later used when playing bingo – they are the substitute for the numbers B4, I21, etc)

Everyone takes their bingo card (which is copied with empty squares) and gets members

to sign their bingo cards until all the blank squares are filled.

Then play bingo.

042

♣ 5

⌚ 3

Four Up

Type:

Materiales: -

Description

042 Four Up

Description

Everyone starts by sitting down.

Anyone can stand up whenever he/she wants to, but you cannot remain standing over 5 seconds.

As soon as you sit down you can stand up again.

The group's goal: To have exactly four people standing at all times

Time required: 1 minute, best group size is approximately 8.

043

 5

 5

ZIP ZAP ZOOM

Type:

Materiales: -

Description

043 ZIP ZAP ZOOM

Description

1. Form a circle, and ask everyone to close her fist their index

fingers pointing

2. Each participant should, when its her turn, say Zip, Zap or Zoom, pointing to a receiver.

- Zip: Point to the person at your side, keeping the previous direction.

- Zap: Point to the person exactly at your side, changing the previous direction.

- Zoom: Point to anyone in the circle, saying her name. The receiver should decide the

direction for the next movement in his/her turn.

3. Start by asking one of the participant to start by saying one of the words and choosing the initial direction.

044



2



10

Brilliant moment

Find energy in what we have done in the past

Type:

Wind down / ground participants

Materials:

None

Description

When there is a need for a team to appreciate their positive past and learn from their great moments.

044 Brilliant moment

Description

Ask the participants to come up with one brilliant moment as experienced within the timeframe and/or context that we are in.

If we eg. are doing a retrospective or evaluation of the past two weeks of work, have the participants as a discussion in pairs come up with what was great within that time frame.

It could also be used as a relationship builder activity, if people don't know each other, where people in pairs come up with what was the best moment from your childhood, adult work life, team experience etc.

045



10



5

Icebreakers

Type: Icebreakers

Materiales: -

Description

Icebreakers can as simple as answering a question. But could also be combined with some activity.

It can be funny or serious, could be with focus on building relationships or generating ideas as input for solving a related issue.

045 Icebreakers

Description

An Icebreaker can help people discover things they have in common, shared experience, values, dreams, feelings and hopes - just to mention a few.

And when new people are entering an existing group, it could be a great possibility for everyone to get to learn more about each other.

046

10

5

Icebreaker Questions

Type: Icebreakers

Materiales: -

Description

The key to getting the most out of an icebreaker - is to ask a good question. As with all good questions, that opens conversations, they should be open-ended: try to avoid questions that can be answered with a simple Yes, no or maybe.

046 Icebreaker Questions

Description

A question is the central element in an Icebreaker - or as it's described in Liberating Structures - The Invitation.

Think of the question as an invitation to engage and explore more about yourself and the other participants.

I prefer to always have the question/invitation written out on a poster or a Power Point Slide. This gives in my experience the best execution of the icebreaker - as participants can get back to what the wording of the question was - when they start working together on it.

047

10

5

Icebreakers: Think outside the box

Type: Icebreakers

Materiales: -

Description

Being creative can sometimes be difficult. Innovation is not easy for everyone. So creating an energy or atmosphere for this type of work can be started with a good icebreaker.

Sometimes it could be beneficial to get people out of their comfort zone as a start to get them to be more creative in their thinking.

On the backside are some of my favorite questions to put out there.

047 Icebreakers: Think outside the box

Description

Questions could be:

- If you could give your younger self - eg. 20-30-40 years back - some good advice - what would that be?
- What would you attempt to do, if you knew you couldn't fail?
- If you could be a character from a film. that could make a difference in your life, who would that be?
- If you could buy a diploma from any university (and instantly get the knowledge as well) what would it be?
- If you could be invisible for one day, what would you do and why?
- If you could go back and change your career, what would you be doing today?
- What is the greatest invention ever?
- If you could invent something new - what would it do for you or others?

048

 10

 5

Icebreakers: Unwind

Type: Icebreakers

Materials: -

Description

During different settings it sometimes is beneficial to make use of an activity or icebreaker to unwind.

This could typically be going from one type of meeting to another.

048 Icebreakers: Unwind

Description

Questions could be:

- If you had 3 days vacation - in 15 min. From now - where would you go and why?
- Who would you invite along on the vacation?
- What do you do to relax, during a workday?
- What are your best 3 advices for others to unwind during a workday?
- What was the best advice you've been given from someone (could be your mother, father, family member or mentor)?
- Whats the best advice youve recieved from someone
- When you were young, what did you dream of becoming as an adult?
- What are two of your goals for your life
- What are you doing 2 years from now

049



10



5

Icebreakers: looking back and learn

Type:

Icebreakers

Materiales:

-

Description

049 Icebreakers: looking back and learn

Description

Questions could be:

- In the past week or two - what were you proud of?
- In the past years or two - what were you proud of?
- What from history do you think we can learn most from?
- What in the past week or two - do you think we should redo?
- What in the past week or two did make you laugh the highest?

050

 10

 5

Icebreakers: Get to know each other

Type: Icebreakers

Materiales: -

Description

Getting to know each other in a new setting, simple questions could be one of the best places to start.

Factual question could be a good starter as it gives the shyest people a possibility to contribute, without risking to much or putting them "out there".

050 Icebreakers: Get to know each other

Description

Questions could be:

- What do you do to relax?
- How many languages do you speak - and which?
- What is your experience with what we are going to work with today?
- How many brothers and sisters do you have?
- What was your favorite childrens story?
- What is the best book you read ever or recently?
- What complements do you get the most
- Best movie ever?
- Best Music Ever?
- What was your best Vacation ever?

051



One word before leaving

Type: Checkout

Materiales: -

Description

A quick checkout activity could be to have peoplesay just one word (or sentence) before leaving.

051 One word before leaving

Description

Have people stand in a circle.

Examples of questions your could are are:

- In one word - how would you summarize the day?
- In one word - how are you feeling right now?
- In one word - what is your expectation for the future based on what we have been doing today?
- In one word - how will you describe what we have been doing today to your spouse or friends?

052

↑ 3

⌚ 3

One word to start out with

Type: Checkin

Materiales: -

Description

A quick checkin activity could be to have people say just one word (or sentence) to start the workshop, meeting, activity

052 One word to start out with

Description

Have people stand in a circle.

Examples of questions you could ask are:

- In one word/sentence - what are your expectations for today

- In one word/sentence - how are you feeling right now?

- In one word/sentence - what do you think your outcome of today will be

053

 4

 10

Body sized Rock Paper Scissors

Type: Building or strengthen relationship

Materials: -

Description

A variation of the old game of Rock Paper Scissors - with the use of the full body - and working together as a team

053 Body sized Rock Paper Scissors

Description

1. Get people to split into teams of 2 or 3 people. Try to have the same number of people on each team.
2. Next is telling people that we will be doing a body sized Rock Paper Scissors game.
3. Ask what they think a pair of Scissors will look like - if they were to use their whole body. Count down 3-2-1-show. If nothing innovative is coming up - tell them that they can do better. After one or two tries we have a good pair of Scissors.
4. Do the same to get the group to decide what a piece of paper looks like. And a rock. In full body size.
5. Instruct them that they now as a group needs to decide on a sequence of 3 moves (and a 4.th bonus move should they have a tie)
6. Have the teams battle each other - full size - using the sequence they decided on.
7. Continue until we have a winning team.

054

† 15

⌚ 7+

LS: Impromptu Networking

Type: Focusing attention (or
prepare specific topic)

Materiales: -

Description

Liberating Structures: Impromptu
Networking

Rapidly Share Challenges and
Expectations, Build New Connections

054 LS: Impromptu

Networking

Description

1. Ask people to create buddy pairs
2. Ask them to answer the question/invitation - for 2 minutes each
3. After 2 minutes - remind them that half the time is used - and that both should share
4. After 4 minutes - have them find another buddy to share with.
5. After 4 minutes - third and last round to share with a 3rd, buddy

055 1-2-4-all

Description

1. Instruct everyone to think about the Invitation/Question individually for 1 minute
2. In Pairs - 2 together - share insights/answers to the invitation for 2 minutes
3. Two Pairs gets together - 4 people - share insights/answers to the invitation for 4 minutes
4. All together - share insights/answers to the invitation

055



15



7+

1-2-4-all

Type: Focusing attention (or
prepare specific topic)

Materiales: -

Description

Liberating Structures: 1-2-4-all

A What are Icebreakers, Energizers, Teambuilders, Refreshers and recap activities

Description

A



What are Icebreakers, Energizers, Teambuilders, Refreshers and recap activities

Type: *

Materiales: -

Description

Icebreakers, Energizers, Teambuilders, Refreshers and recap activities are different names for activities with the purpose of building up energy within a crowd, winding down, building og strengthening relationships. They could be taken into use when a group of people are meeting eachother for the frist time, when the energy in the room as to low, or the energy in the room is to high, when a group of people is coming back from break, or going into one.

B



Tips for successfull activities

Type:

*

Materiales:

-

Description

B Tips for successfull activities

Description

Tips to remember:

- Make it inclusive
- Keep it short
- Keep it simple
- Keep it light
- Aim is to have fun
- Make sure everyone is involved
- Encourage laughter
- Keep the rules / instructions visible if its needed

C



Different types of activities - different purpose

Type: *

Materiales: -

Description

There is no one-size-fits-all activity. So my best recommendation is to make sure that the activity you have planned fits the purpose and the crowd. Are you in doubt: pick another one - or be courageous and try it.

Make sure that It's involving everyone and if possible that it is creating a positive environment. Aim is to have fun

C Different types of activities - different purpose

Description

*Icebreakers

Activities for getting the conversation started. It typically starts with a question that people are answering individually, in pairs or in smaller or larger groups (or repeated as described in LS:1-2-4-all).

*Energizers

Activities to get the energy up. Typically involves physically movement and perhaps some verbally involvement as well.

*Wind Down

Activities that focusses on creating a softer or slower moving energy in the room

*Teambuilders

Activities with the focus on building relationships between people.

*Refreshers

Another word for energizers

*Recap

Activities that focuses on getting back to where we left

D KUDOs

Description

Should you have ideas or even written instructions for more great energizers, please send them to me in an email with the subject: More energizers for your next deck of cards.

Please send them to my email:
per@beining.dk or message me on twitter
at @perbeining



KUDOs

Thanks you so much

Type: *

Materiales: -

Description

Thank you for getting your own deck of the Energizers. Thanks to all the participants sharing their energizers at play14 Hamburg 18, Chris Caswell, ACC BCN 18, and XPDays BE 18 where this demo deck was pressure tested



Tips for splitting people into groups

Type: *

Materiales: -

Description

There are a few pointers you could use when splitting people into groups.

1. First of all - try to make it as safe as possible. Most of us have one or many times in our life felt outside. It's important that no one feels left outside - like a kid in the school yard. Pay attention to everyone being included - no one should be excluded.

2. My best (and fastest) way to divide people into groups, is probably to start out with an instruction for participants to raise one of their hands. Then I instruct them to find the group size I believe is needed for the exercise: "Selforganize into groups of 3" or "Find yourself a boddy". Final instruction is "Take down your hand when you have found a Boddy/a group." "If you don't have a

AA Tips for splitting people into groups

Description

3. When the exact group size is not that important - I typically ask participants to "...talk to the person next to you about..."
4. Should we keep the group size small (2-3) I typically add: "It's OK to be 3 people". "Should you find yourself in a group of 4 - split into two"
5. If an exercise requires an even number of people (typically boddy pairs) - get together with the person without a boddy before giving instructions to the crowd about the exercise. Take a step away from him/her when giving the instructions (to indicate that you are in the role of facilitater). Take a step back towards him/her (to indicate that you are back as a boddy).