An Upbeat Team-Building Activity:
Commonalities and Uniquities

This is a great activity for team-building. People realize they have a lot in common, and they come to appreciate the uniqueness of each person as well.

1. **Instructions**
   Form groups of four or five people. Give each group two sheets of paper.

2. **Commonalities**
   Ask people to spend five minutes identifying and writing down the things they have in common. In order to make the list, the item must apply to every person in the group. Tell people to avoid writing things that people can see (e.g. “everyone has eyes,” or “we are all wearing shoes”). Encourage them to dig deeper. After 5-7 minutes, ask a spokesperson from each group to read their list to the whole group.

3. **Uniquities**
   Using the second sheet of paper, have the groups now list “Uniquities”. This time, each item must apply to only ONE person in the group. Ask the group to try and find at least 2 uniques for each person. After 5-7 minutes, ask a spokesperson from each group to read their list of Uniquities one by one and have the whole group try to guess who it refers to. (Again, when people make their lists, encourage them to avoid listing things that people can easily see).

4. **Reflect**
   After all groups have reported, ask people to reflect on the experience. What struck them? What impressed them?

5. **Conclusion**
   End with a comment about how we have plenty in common AND each individual has unique gifts and talents to bring to the group.
An Upbeat Team-Building Activity

The Whip: A Rapid Way to Learn More About Each Other

1. Gather your team in a circle.
2. Pose a series of topics one at a time.
   For each topic, ask people to whip around the circle, with each person taking a turn to respond. Do a whip for each of several topics.
3. Offer the option to "pass".
   Don’t pressure people to respond. Tell them that if they prefer to not answer a particular question, just say "Pass". And at the end of the whip for that question, if they then want to share their answer, they can have their turn then.

Sample questions:

- A favorite game from your childhood
- Your favorite task at work
- Your favorite TV show
- Your least favorite task at work
- An actor or actress you really like
- Something you enjoy doing outside of work
- Something that makes you feel proud
- ...and invite your group to suggest other questions.

4. At the end, ask people to react:
   - What themes did you hear?
   - What impressed you?
   - What did you realize?
   - What questions should we ask next time?
An Upbeat Team-Building Activity

The People Hunt
Give everyone the following worksheet. Ask them to walk around and mingle for 5 minutes, trying to find someone to whom each item on the People Hunt list applies. Ask them to write the initials of the person next to that item.

The People Hunt
Find one person to whom each item applies. Write their initials in the box next to that item. Complete as many as possible in 5 minutes.

<table>
<thead>
<tr>
<th>WHO...?</th>
<th>Initials</th>
<th>Initials</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Hates pizza</td>
<td>14. Had an unusual job before</td>
<td></td>
</tr>
<tr>
<td></td>
<td>entering healthcare</td>
<td></td>
</tr>
<tr>
<td>2. Loves to read</td>
<td>15. Can name three yo-yo tricks</td>
<td></td>
</tr>
<tr>
<td>3. Doesn’t have a cell phone</td>
<td>16. Has a profile on Facebook</td>
<td></td>
</tr>
<tr>
<td>4. Has a unique favorite sport</td>
<td>17. Is very interested in astronomy</td>
<td></td>
</tr>
<tr>
<td>6. Doesn’t eat red meat</td>
<td>19. Does volunteer work</td>
<td></td>
</tr>
<tr>
<td>7. Has grandchildren</td>
<td>20. Likes to draw and does it often</td>
<td></td>
</tr>
<tr>
<td>8. Likes ACTIVE vacations</td>
<td></td>
<td>....and add your own</td>
</tr>
<tr>
<td>9. Has been to Asia</td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. Speaks another language</td>
<td></td>
<td></td>
</tr>
<tr>
<td>11. Doesn’t mind conflict</td>
<td></td>
<td></td>
</tr>
<tr>
<td>12. Can instantly tell you a joke</td>
<td></td>
<td></td>
</tr>
<tr>
<td>13. Has a nickname unknown to people at work</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

After five minutes, convene the group and ask:

- How many items did you complete? (Take a poll.)
- For which items couldn’t you find anyone? Let’s see if there IS someone here after all!”
- What did you learn that surprised you?
- Your conclusions from the experience?