

## Team building activities that work

Teamwork plays a vital role in most modern workplaces. Yet, how often do we hear people complain of difficult conditions at work - and ones which boil down to *people* problems: the issue is not the job, but that individuals and team dynamics are failing?

Sadly, teams do not always gel on their own. Team building activities can go a long way to help. Hundreds of thousands of pounds are spent every year by businesses and organisations on team building days and activities - but what makes them effective and how should you choose what format will best suit the needs of *your* team?

Getting it wrong will limit the positive impact on your team's efficacy and wellbeing - and many companies have been guilty of this. Try googling 'worst team building exercises' and you'll find some pretty awful examples. Not everyone loves the wild and the wacky and certain choices might fail to boost everyone's morale, even destroy it!

So, what should your team building activity aim to provide?

A good team building exercise will take your team out of its normal, daily world and project it onto a new and interesting backdrop - one which will be enjoyable, memorable and develop the team's ability to deal with some of the pricklier issues in its midst.

The activities should be a leveller. They might require some of the following: that the group stop and listen to one another, think about each other's qualities, appoint roles and delegate tasks. That the members get to know each other better. They will hopefully allow a different side of particular people to emerge. They should be fun - a little out of the comfort zone, but not so far as to be intimidating - not too much pressure, so that people can have a laugh while, in a pleasant environment, improving skills or engaging in creative thinking and problem solving, or just trying something completely new.

People should come out having enjoyed themselves and with a shared experience to remember. They may have learned to make decisions and face stress and pressure together more effectively. They may feel more group cohesion or just have discovered who they work or get along well with (or are liable to clash with!) They should have built some group identity and trust.

Good team building experiences can generate all this and perhaps more, and can be hugely worthwhile.

An escape room experience at [\\*\\*\\*\\*\\*](#) ticks so many of these boxes, offering the chance to test out your group's interactions, creative thinking and ability to work well as a team, and more - all in a brilliantly fun and informative game format. Find out more on our homepage here ([link](#))