LEADERSHIP INSPIRATIONS

Brick by Brick

Recreate another group's structure by following their instructions

TIME
20-30 minutes

MATERIALS
Building blocks, paper, pens

TEAM STAGE
Storming, Norming

SUMMARY

In this activity, groups will write down instructions on how to accurately and completely recreate a structure of their design. They will swap instructions and try to build each other's structures. They will compare these structures at the end to see how well they communicated and interpreted each other's instructions. This activity helps participants explore different people's perspectives and perceptions.

SET UP

- Prepare four sets of building blocks. There should be two matching red sets and two matching blue sets. Each matching set must have the exact same 15 to 20 pieces (color, shape, and size).

INSTRUCTIONS

- Divide participants into two groups. Designate one as Group A and the other Group B.
- Give each group one red set and one blue set of building blocks. They will use one set to build and one set to recreate. Make sure each group is building with a different set. For example, Group A should be building with the red set while Group B builds with the blue set.
- Have the groups go to separate areas where they can't see what the other group is creating and instruct them to build a unique structure using all of their building blocks. Encourage groups to be creative. They may not simply stack all of their pieces on top of one another.
- As they build, have participants write down instructions on how to accurately and completely recreate their structure.
- Give the groups about 10 minutes to build and write their instructions.
- At the end of 10 minutes have the groups swap instructions, but don't let them reveal their structures yet. (Group A should get Group B's instructions and vice versa).
- Using their other set of building blocks, groups should work to recreate the other group's structure following the instructions given to them. They cannot ask the other team any questions or attempt to see their original structure.
- After the groups have finished building, have them come back together to compare the original structures with the recreations.

VARIATIONS

- If building blocks are not available, this activity can be done with crafting supplies, office supplies, or any other materials as long as there are enough to make identical sets for both groups to use.
- **Large Group:** To facilitate this activity for a large group, divide participants into four groups (or six or any even number) instead of two. Designate half of the small groups as Group A and the other half as Group B. Pair up each Group A with a Group B to swap instructions and recreate structures, and make sure that each of the paired up groups get identical set of building blocks.

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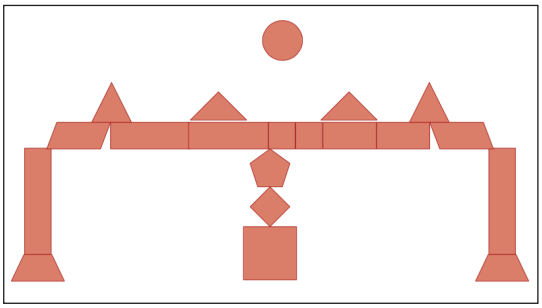
VARIATIONS *(continued)*

Online: To facilitate this activity virtually, create a document for each group to use or make copies of the premade Leadership Inspirations Brick by Brick document. Each document should have two pages, and each page should have a series of shapes that can be used as building blocks. Put groups in breakout rooms and have each group create their structure in the document and write a set of instructions. After the construction is complete, have each group send their instructions to the other group. Then, have each group use the second page in their document to recreate the opposite group's structure using their instructions. At the end, close the breakout rooms and have each group share their screen to show the structure they built and the one they recreated using the instructions they were given. ***[click here for video]***



DEBRIEF QUESTIONS

- What:
  - What was your thought process when building your group's structure and writing instructions?
  - What was it like to have to recreate the other group's structure using their instructions?

- So What:
  - Why is it important to have clear and comprehensive instructions?
  - How can the sharing of information positively or negatively impact a group's ability to work collaboratively?

- Now What:
  - How can you ensure that information is shared effectively in your group?
  - What types of tasks will require you to write or follow accurate instructions?

Facilitator Note: These questions can be used to guide your debrief, however, pick the questions that best match your group's experience and add or change questions as needed.

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