



Puzzlegrams

Try to put together a puzzle as a group

TIME

10-20 minutes



MATERIALS

24 piece puzzles

TEAM STAGE

Storming, Norming, Performing

SUMMARY

In this activity, participants must take turns trying to add pieces to the puzzle. This seemingly straightforward activity can get quite interesting as participants explore different ways to help each other to be successful.

SET UP

- Break participants up into smaller groups of five to six.
- You will need to have one 24 piece puzzle per small group. You can buy children's puzzles or make your own using cardstock.
- Mix up the puzzle pieces for each puzzle before passing them out to each small group.

INSTRUCTIONS

- In the first round of this activity, simply tell groups to assemble their puzzles so they can see what it is supposed to look like.
- Before beginning the next round, have groups mix up their pieces.
- Have each participant take at least 4 pieces. Depending on the size of the small groups, not everyone will have the same number of puzzle pieces and that's okay.
- In the next round, everyone must take turns trying to attach one of their pieces to someone else's (similar to a game of Dominoes).
- To begin, the first participant will place a piece on the table.
- The next person to their right has one attempt to try to attach one of their pieces to the puzzle.
 - If a piece doesn't fit on the first try, play immediately continues to the right. Participants may not try to attach another puzzle piece.
 - If a piece is attached on the first try, play also continues to the right. No person can add more than one piece during their turn.
- Play continues until the puzzle is completed.
- There is to be no talking or signaling during this activity.
 - **Facilitator Note:** Participants may share puzzle pieces with each other as it is not explicitly stated in the rules that they cannot. Participants should make this discovery on their own, though it is not required that they do so to complete the activity successfully.

VARIATIONS

- Have participants create their own puzzles to use in this activity using cardstock. Have each small group create a puzzle and then give it to another small group to use.



VARIATIONS *(continued)*

- Give participants a time limit. This added challenge may encourage them to try new and different strategies.

 **Small Group:** To facilitate this activity for a small group, have all participants work together on one puzzle instead of dividing them into small groups.

 **Online:** To facilitate this activity virtually, create digital puzzle pieces by using a photo editing application to cut an image into 24 pieces, or use the [premade Leadership Inspirations puzzlegrams pieces](#). Create a shared document with a slide for each small group containing 24 puzzle pieces. Put groups in breakout rooms to put together their puzzle. [\[click here for video\]](#)

DEBRIEF QUESTIONS

- What:
 - What was successful about this activity?
 - How did you contribute to the group goal? How did you help others contribute to the group goal?
- So What:
 - What is the benefit of having everybody in a group contribute to a group goal?
 - How can you balance helping yourself with helping others in your group?
- Now What:
 - What are some tasks in your group that require everybody to contribute to them?
 - How can you balance stepping up to help solve a problem and stepping back to let someone else contribute to the solution?

 **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.