



Build-A-(Team)-Bear

Show appreciation by creating a bear that represents the group

TIME

10-20 minutes



MATERIALS

Paper, markers

TEAM STAGE

Adjourning

SUMMARY

Create a “bear” that represents the qualities that you appreciate about your group.




SET UP

- Provide paper and markers for each group member.

INSTRUCTIONS

- Describe Build-a-Bear Workshop to your participants. If you are unfamiliar, visit their website at www.buildabear.com.
- Have each member of the group depict their own personal Build-a-(Team)-Bear that represents particular qualities of the team. Use the following prompts:
 - What would the bear look like? At a Build-a-Bear Workshop you can choose from a variety of different animals and characters, so give your participants creative freedom!
 - What would the bear be stuffed with? Figuratively or literally, what is your group made of?
 - What would the bear’s heart be? What does your group care about? What do they give to others?
 - What would the bear wear? What represents your team on the outside? What do others see?
 - What would the bear smell like? Figuratively or literally, what smells are connected with your team? As an example, “Smells like success” or “Smells of pizza and ice cream”.
 - What sound would the bear make? What is your team motto or cheer?
- Give participants approximately ten minutes to create their bears and play appropriate music while they build.
- After participants have created their Build-a-(Team)-Bears, have each group member share and explain what they created.

VARIATIONS

-  **Large Group:** To facilitate this activity for a large group, split participants into several smaller groups and have each group create one Build-a-(Team)-Bear together.
-  **Small Group:** To facilitate this activity for a small group, have the group collaborate on creating one Build-a-(Team)-Bear that represent them as a whole.
-  **Online:** To facilitate this activity virtually, use a collaboration platform such as Google Slides or Google Jamboard instead of paper and markers to create the Build-a-(Team)-Bears. Have each participant use a different slide. [\[click here for video\]](#)



VARIATIONS *(continued)*

- 👤 **Asynchronous:** To facilitate this activity asynchronously, have participants create their Build-a-(Team)-Bears on a collaboration platform (as mentioned above) by a specified date and have them look through what other participants created.

DEBRIEF QUESTIONS

- What:
 - Which aspects of your Build-a-(Team)-Bear do you think best represent your group?
 - What did other members include in their Build-a-(Team)-Bears that you thought was important?
 - So What:
 - How does creating a Build-a-(Team)-Bear help you see your group in a different light?
 - Why is talking about the qualities of your group important?
 - Now What:
 - What can your group do to uphold and maintain the qualities that you chose to include in your Build-a-(Team)-Bear?
 - How can you use your Build-a-(Team)-Bear to continue motivating and appreciating your group?
- 📌 **Facilitator Note:** These questions can be used to guide a debrief, however, pick the questions that best match the group's experience and add or change questions as needed.