



Concentrate

Test your memory and try to act faster than the opposing team

TIME

10-15 minutes



TEAM STAGE

Storming, Norming, Performing

MATERIALS

16 plastic cups, printed images

SUMMARY

Work with your teammates to remember the location of images and find more matches than the opposing team.

SET UP


- Place 16 cups upside down on a table to form a four-by-four grid.
- Find eight images to use and print out two copies of each image. Place the printed images randomly under the 16 cups.
- Establish a line or boundary five to ten feet away from the table for teams to wait behind.


INSTRUCTIONS


- Divide the group into two teams and ask them to wait behind the boundary line.
- Explain that teams will take turns nominating two of their team members to cross the boundary line and go to the table.
- Each team member will choose a cup to remove to reveal the image underneath:
 - If the images match, the cups will be removed from the table and that team will get a point.
 - If the images do not match, the cups will be returned to the same position and the next team will nominate two teammates to go pick cups.
- No team member may play a second time until all members from that team have gone at least once.
- Game play will go back and forth between both teams until all matches have been found.
- The winning team is the one that finds the most matches.

VARIATIONS

- Instead of images under the cups, use slips of paper with questions written on them. When a match is found, one of the two participants who revealed the match must correctly answer the question to earn a point. If they do not answer the question correctly, they must return the cups to the table.

 **Medium Risk:** To facilitate a medium risk version of this activity, do not allow the groups to strategize before the activity begins or to speak during the activity.

 **Large Group:** To facilitate this activity for a large group, use more cups or divide participants into more than two teams.

 **Online:** To facilitate this activity virtually, create a Google Slides document with images arranged in a four-by-four grid. Then, insert a square shape on top of each image to cover it. Right click on the squares and click on "order > bring to front" to ensure that they are arranged on top of the images. Also make sure that the boxes are large enough to fully hide each image. Have participants drag the squares to the side of the slide to reveal the images underneath. [\[click here for video\]](#)



DEBRIEF QUESTIONS

- What:
 - How did you decide which cups to choose in each round?
 - What factors influenced your motivation or lack of motivation in this activity?
 - So What:
 - Why is it important to understand ours and others' motivation?
 - What motivates you or unmotivates you in other aspects of your life?
 - Now What:
 - How does motivation affect our ability to do our jobs or reach our goals as an organization?
 - How can we help to motivate each other effectively moving forward?
- **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.