

Who does youth work?

(workshop II)

Hi there! I'm W.D. Youther and I want to thank you for showing interest in this workshop, in the following text I will try to explain how to keep your team members motivated. I will also show you five different team-building activities which will entertain you and strengthen your team.

So let's start, shall we? 😊

Name of the session: Motivation and team-building

Duration: 90 minutes

Outcomes:

- Participants will learn new team-building activities
- Participants will be introduced to the *comfort zone model*
- Participants will learn how to keep their peers motivated

Materials Required:

- Flip chart paper
- Markers
- Laptop
- Projector
- A4 paper

The flow of workshop:

Introduction (20 min)

This is the part of the workshop when the participants will get to know each other and the facilitator. For this, we recommend the following name games:

- *A name and a word* – each participant says their name and a word which begins with the same letter as their name (eg. Ana, apple). The next person says the name and the word of every person that was before them (eg. Ana, apple – Daniel, doughnut etc).
- *A name and a move* – each participant says their name and makes a move. Every following participant repeats the name and the move and adds their own.
- *Two truths and a lie* – each participant says three facts about them, one of which is a lie while the other two are true. The rest of the participants guess which one is a lie.

The participants will also be introduced to the project itself via a *PowerPoint* presentation. The presentation has a small turn in order to make it more interesting – each slide has to be explained in 20 seconds.

After the presentation, the topic and the objectives of the workshop will be stated. Each participant will be asked to explain what their passion is in 15 seconds.

Team-building activity

Here, we list you five entertaining and useful team-building activities. For this workshop, the plan is to have one team-building activity after the introduction, and another one in the end. The facilitator may choose which two of the following activities will be implemented:

- *Reliance Train* – participants are divided in groups of at least five people. Groups form a *human train*. Everyone but the last person in the train closes their eyes. The last person navigates the train by sending a signal (a squeeze) on the next person's shoulder (left or right). This starts a chain reaction that signalizes in which direction the first person should move.
- *Pairs of Trust* – participants are divided in pairs. Within the pairs, one person closes their eyes and the other one leads them around the room by calling out their name.
- *Crocodile Island* – at one end of the working space is a small piece of paper, representing an island. On the other end is a line. Participants are standing behind the line. Each one of the participants has the same white A4 paper that is used to get to the island through a river full of crocodiles. The main requirement is to have two limbs on your paper at all times. Also, the participants can't have their hands or legs in the *river* – only on their papers. Participants are encouraged to work together as they have to jump to the island at the same time.
- *Number Island* – participants are divided in groups of at least five people. The facilitator thinks of a code (eg. $\frac{1}{2}$ 3.4 $3\frac{3}{4}$ 0). They get 10 minutes to think of a strategy they will use to transfer the code consisting of numbers up to 10 from the last to the first person in the line. Speaking or looking at each other is not allowed.
- *Indian Tribes* – participants are divided in two groups. They have to come up with a choreography including dancing and singing. Then they *battle*. The facilitator chooses the winner.

The Comfort Zone Model



*Ideal zone for personal/
professional development*

The comfort zone is often illustrated like the image above, where the comfort zone extends into a learning zone, but eventually leads to a panic zone, where anxiety is too high.

Comfort Zone

You know you're in a comfort zone when you feel no anxiety, no pressure and no stress. You have control and doing things that you know how to do, they don't take much physical or emotional energy. It's dangerous to stay in your comfort zone for long periods of time, it leads to mediocrity, stagnation and a lack of growth. Leaders who spend too much time in their comfort zone end up bored and unchallenged.

Learning/Stretch Zone

The learning zone is where the magic happens. Your learning zone is the space just outside the comfort zone. It's the place where leadership grows, success is built and goals are attained.

Danger Zone

At the end of your learning zone you enter the danger zone. This is the place where you start to lose focus, you begin to panic and performance declines.

Motivation – how to keep your peers motivated?

The THE Cycle

Thoughts -> actions -> result -> thoughts -> further action ...

The Goldilocks rule

Human beings love challenges, but only if they are within the optimal zone of difficulty.

For example, imagine you are playing tennis. If you try to play a serious match against a four-year-old, you will quickly become bored. The match is too easy. On the opposite end of the spectrum, if you try to play a serious match against a professional tennis player like Roger Federer or Serena Williams, you will find yourself demotivated for a different reason. The match is too difficult.

Tasks that are significantly below your current abilities are boring. Tasks that are significantly beyond your current abilities are discouraging. But tasks that are right on the border of success and failure are incredibly motivating to our human brains. We want nothing more than to master a skill just beyond our current horizon.

This phenomenon is called The Goldilocks Rule. It states that humans experience peak motivation when working on tasks that are right on the edge of their current abilities. Not too hard. Not too easy. Just right.

Concrete steps on keeping your peers motivated

- Trust your teammates. Give them tasks and believe they can finish it themselves. Offer them opportunities for self-development.
- Encourage happiness. A good working atmosphere is crucial for keeping motivation on a high level.
- Don't punish people. Create a mindset of learning from mistakes and moving on.

Team-building activity

End the workshop in a fun and constructive way. Choose another one of the five listed team-building activities.