

Thanks to Lynne Brown for alerting us to this fun TKI activity. Below are Lynne's instructions for setup and facilitation. You can find additional free versions of this activity online:

<http://www.changerus.com/Free-Frenzy-Team-Game.html>

<http://www.create-learning.com/programs/activities/frenzy.html>

Enjoy!

Frenzy

What: a relatively quick activity that highlights the value of one TKI conflict-handling mode, *collaborating*, over another, *competing*.

Group size: from 8 to 20 (although I have conducted this activity with 100 people)

Space required: a large, relatively flat open space at least 30 feet square; works indoors or out

Time required: 20 minutes

Props required: 5 hula hoops and 30–40 tennis balls

Setup and objective:

1. Arrange four hula hoops on the ground, spread them out from each other at the four corners of an imaginary 25-foot square; place the fifth hoop in the middle (imagine the dots on the five side of a die).
2. Place all tennis balls in the middle (neutral) hoop.
3. Divide participants into four even teams. Have each team pick a hula hoop and stand by it.
4. Explain the objective of the game: **The team that ends up with all the balls in its hoop wins. Go!**

Process

Once the teams think they have finished, usually one or two teams have a lot of the balls. Ask them if they achieved the objective of the game. Usually, someone will say, "No, there is another way...." Give them time to try it again.

Facilitator Debrief Questions

After they have succeeded in achieving the objective of the game, ask participants:

1. What was the objective of the game?
2. What obstacles got in the way of achieving that objective?
3. What types of behaviors did you see exhibited?
4. Do you ever see this happen in the workplace?
5. What lessons have you learned from this activity?