



## Scoop Instructions



Everyday problems in organizations often require both cooperation and creative problem-solving. Use Scoop to demonstrate just how important it is for teams to literally 'pull together' to get the job done. It's also great as an icebreaker and for activating a group after lunch.

### How does it work?

Two teams, standing opposite each other in a circle, must work together to lift balls off the ground and transport them to a designated place such as a box or bucket. Participants are not allowed to touch the balls; they may only hold the strings attached to the scooping device. After a few failed attempts, participants realize they need to get creative. With some openness to new ideas and good coordination, there are a number of ways the task can be accomplished.

### What do you need?

**People (min / optimal / max):** 6 / 14 / 16

**Time for Activity:** 15-20 minutes

**Materials:** 1 Scoop with 16 strings (8 ft, detachable), 3 balls, a soft case, 1 set of instructions

**Workspace:** 30 x 30 ft

## Instructions

1. Prepare for the activity by placing the scooping device with the strings attached on the floor. Leave one string per person, divided equally or nearly equally to each side of the scoop, and detach any extras. Set the balls in different places around the room, then put the box or bucket in the middle of the room. Split the group into two teams of the same or similar size.
2. Explain the goal of the activity. You can mention a specific goal such as team interaction or process improvement, or say something general like, *“The goal of this exercise is for two teams to work together to lift three balls off the ground and drop them into the bucket using only the strings on the end of the scooping device. You will have 10 minutes to plan, and 15 minutes to move the balls.”*
3. Outline the rule:
  - You may not touch the strings except to hold them by the wooden balls at the end.
4. Observe the activity.
5. Lead the debrief. Here are some sample questions to ask:
  - How did you organize yourselves in order to plan the project?
  - How did you perceive yourself as a team?
  - What were your priorities?
  - How did you cope with difficulties?
  - How did your ways of communicating with each other help or hinder your success?
  - How does this exercise resemble the interdependencies within your team or department at work?

## Variations

### Remote Control

Split the group into a team of managers and a team of workers. The managers are responsible for coordinating the project but are not allowed to touch the strings. To succeed, they must focus on communicating effectively to the workers to complete the exercise. You can either assign the manager roles or task the group to self-organize into managers and workers.

### Eggxtra Challenge

Use a raw egg instead of one or all the balls to address how teams face and cope with risk.

## **Common Sense Caution**

This activity requires participants to move up and down, kneel, squat, move around on their feet and, at times, move in a circular fashion. Some participants may experience dizziness, nausea, vertigo or headaches and could fall or stumble as a result. If a participant suffers from balance problems, vertigo, dizziness, lightheadedness or orthopedic problems, he or she should refrain from participating in this activity.

Participants who are pregnant or suffer from back pain or other orthopedic injuries should consider refraining from participating in this activity.

Choose the room or area for this activity carefully. Participants will move around and could lose awareness of their environment as they focus on the exercise. Choose a room or area free of steps, posts, furniture, debris or other potential trip hazards. The floor should be dry, level and stable.

Scoop includes potential choking and strangulation hazards, such as strings and small balls on the end of strings, and should not be used with children. Please limit usage to adults and use with caution.