

# BROKEN SQUARES

## Objective:

To win. The way you win is for each team to assemble six equal size squares, one in front of each person. The game is only over after all of the teams have completed the exercise.

1. NO SPEAKING – TOTAL SILENCE
2. SOME EXCHANGES OF PIECES MAY BE NECESSARY
3. YOU CANNOT REQUEST A PIECE- NO SIGNALING
4. ONLY WORK ON THE SQUARE IN FRONT OF YOU
5. DO NOT GRAB A PIECE FROM SOMEONE ELSE
6. EXCHANGE OF PIECES MUST BE MADE IN MID-AIR. OFFER ONE PIECE AT A TIME TO ANOTHER TEAM MEMBER. THE PIECE CHANGES HANDS ONLY IF ACCEPTED BY THE RECEIVER.

## When your team has finished

1. Maintain the Ground Rules- TOTAL SILENCE
2. Place the puzzle pieces in the appropriately numbered envelopes and place them in a stack in the center of the table.
3. Silently observe the remaining Teams as they complete their squares

## Discussion

**1. "What behaviors did it take to win?"**

- 100% cooperation
- Unselfishness
- Determining the needs of others
- Give and take

**2. "What behaviors got in the way?"**

- Unwillingness to give up pieces
- Not looking at other people's pieces
- Trying to take over
- Getting frustrated and giving up

**3. What personalities did you see at your table with yourself or others?**

Teacher, Exhorters, results oriented, Mercy, giver, taker, ambition, task oriented, humorous, organization, enjoys meeting needs, Administrator, goal oriented, Hospitality, encourager

**4. How does this relate to how we interact with each other on/at FAPT?**

*Unwilling to help each other, trying to do it all ourselves, not willing to tap into the resources around us.*

5. What part of the experience did you find most enjoyable?

6. What part of the experience did you find most frustrating?

7. What kinds of things could other members in your group have done differently to make the experience more satisfying and successful?

**8. What kinds of things could you personally have done to make the experience more satisfying and successful? What about daily at work?**

9. What did you learn from this experience that could be helpful when you work with other people in other situations?

**10. What do you wish other people would do differently or better when they're with you on a team?**

11. What would you most like to improve about yourself in relating to other people?

**Summarize Key Points about successful teamwork."**

- Understand the total problem
- Understand how he or she can contribute toward solving the problem
- Be aware of the potential contributions of other individuals."

"Secondly, you need to recognize the problems of other individuals in order to help them maximize their contribution."

"And finally, teams that pay attention to their own problem-solving processes are likely to be more effective than teams that do not."

For many of us, it can be said that the way we played the game, is a mirror to the way we play our life. We are going to take a few moments to explore this personally...

### **Reflection- Conclusion-** Thinking back: Quiet

The game was frustrating to some of us and amusing as well. I would suggest that our behaviors during the game were not right or wrong, but may have been an accurate reflection on how we play on teams. For those who are willing to take a look at their behavior in playing the Broken Squares game, to reflect on it, and to be honest with themselves, there are great lessons that we can learn about ourselves.

Reflect back to the beginning... see yourself getting your yellow envelope... what were you thinking about? What were your assumptions about your ability to play this game?

Now, see yourself playing.... Did you go back and check your envelope to look for more pieces or re-read the rules? Did you take initiative? Did you let others around you do the work for you? Were you one who could not resist working on someone else's square?

Do you have an uncontrollable urge to take over? Were you one who wanted the bigger pieces, and giving the little ones away? Did your concern for image, take precedence over getting results? Do you do this at work? Or at home?

When you finished your square what did you do?? Did you stay tuned in to the game?  
Ask yourself, how big a team am I willing to play on??

When your team finished, did you care about the other teams?

For those who had the Opportunity to **receive** assistance, were you willing to receive it? If you had the opportunity to **give** assistance, were you there to give it?

Many people think this game is about teamwork..... While it is about teamwork, It is even more about how we personally play on a team. **Ask yourself the question:**

**How is the way I played the game a mirror of the way I play the game of life?**

## Broken Squares Self-Assessment

1. Did I sit back when I finished a square and assume I was done?	YES or NO
2. Did I assume I wasn't as good at this kind of game as others and only half-heartedly play, letting others guide me?	YES or NO
3. Did I have an overwhelming urge to take over, to do it for others?	YES or NO
4. What price do I and others pay for doing that?	YES or NO
5. Am I willing to ask for assistance when it's clear I need it?	YES or NO
6. Did I do whatever it took to win at the expense of the rules or other players?	YES or NO
7. Do I have a tendency to compete with others and cause the "game" to be lost?	YES or NO
8. Did I keep too many pieces?	YES or NO
9. The game rules said the game is won only when all teams are finished. When my team was finished, did I care about others?	YES or NO
10. Did I feel smug about finishing before others and laugh at them?	YES or NO
11. If I volunteered to be an observer, why did I choose that role?	YES or NO
Did I feel safe or special?	YES or NO
Did I want to please other people by volunteering not to play?	YES or NO

**Now review the same questions, asking**

Do I ever do this at work? AND/ OR How am I like this at work?

***Personal Notes/Implications –***

What did I learn about the nature of teams and how I operate in teams in this exercise?

How will this change the way I do my job?

## **Observers**

Who was willing to give pieces away?

Taking over?

Isolating from team members or teams?

Encouraging others?

Continually struggling but wouldn't share or receive pieces?

Anyone especially frustrated?

How many team members were actively engaged in the process?

Any critical turning points, where the group appeared to understand?

Any rule violations?