

COLLECTION OF METHODS

Teamwork & cooperation



The Cup Tower

Target Group / Age: All people

Group Size: 4-6

Duration: 20-25min

Materials Needed: Pen and paper

Instructions:

A 20-minute teamwork activity using “Collaborative Story Building”: the group sits in a circle; the first participant starts with one sentence; each person then adds one sentence in turn

no preparation, maximum spontaneity, active listening, and quick adaptation to create a shared story.

1. Introduction (1 min): Explain that the goal is to create a story together, relying on creativity and listening to others to foster collaboration and adaptability.
2. Beginning (1 min): The first participant starts the story with one sentence (e.g., “Once upon a time, a group of friends decided to embark on an adventure in an enchanted forest...”).
3. Development (15 min): Continue in turns, each person adding one sentence. Everyone listens carefully to what has been said and follows the flow without blocking the narrative.
4. Closing (3 min): The leader or a participant decides when the story ends and offers a closing sentence.
5. Debriefing (1 min): Brief reflection—what was easiest/most difficult, and how did listening influence the final outcome?

Newspaper battle

- Target Group / Age:** 10+
- Group Size:** 8-30
- Duration:** 10min
- Materials Needed:** Newspapers

Instructions:

1. Divide the group into two teams.
2. Each team gets one half of the room and half of the newspapers.
3. Everyone quickly forms newspaper balls and throws them to the other side.
4. The group pretends it's a competition to get all balls onto the other side, but in reality, the goal is for the entire room to be filled with newspaper balls – meaning everyone wins together.

If everything is very formal it loosens the atmosphere up
And its fun :)

Pencil Game

Target Group / Age: 13+

Group Size: 7-18, best 12

Duration: 60-180min

Materials Needed: Pencil, paper, sharpener, chairs, tables (if possible, different rooms)

Instructions:

1. Prepare materials for the game. Provide instructions via PowerPoint or flipchart. Set up three widely spaced tables for three players each; place several chairs at every table.
2. Notes/safety: the method's dynamics depend strongly on the seminar leader. Do not let the whole group know how many paper sheets are in play (use an envelope if needed). If young men are in "Moneyland," an "unfair" negotiation process often occurs—consider this when dividing groups. The objective is ****not**** competitive but is often read that way; the leader may simply display/read the objective without comment and should explain it ****only after**** group formation.
3. Form three groups (3–6 members each); remaining participants are observers. Assign 3–6 observers, instruct them specifically, forbid them to speak to country representatives, and have them record observations (use prepared questions).

Pencil Game

Instructions:

Step 1: Give materials (Moneyland ⇒ paper; Industrial country ⇒ sharpener; Commodity country ⇒ broken pencil). Groups form a government: elect a president (and possibly vice president), advisors, and one or two diplomat teams. Prepare a brief country presentation (name, flag, goals). The president presents it to all.

Step 2: After introductions, present the objective/mission.

Step 3: Strategy phase—each country defines its goal and how to reach it.

Step 4: First negotiation phase—presidents/VPs/advisors may send diplomats to other countries; leaders stay to receive visitors.

Step 5: Consultation phase—diplomats return to discuss results and coordinate next steps.

Step 6: Repeat negotiation/consultation once (or more if all countries request). The leader may set strict times and increase pressure by shortening them.

Step 7: Trading phase—only now may pencils be sharpened/used and paper drawn on and distributed.

Exiting: participants may strongly identify with roles; conflict/aggression can arise. Address this and, if needed, run a cool-down. Evaluation can be in role at country tables or neutral in a chair circle; if emotions run high, clear the room first, then debrief in the circle.

12. Evaluation—targeted and planned:

Pencil Game

Instructions:

- * Presidents: What result did you achieve? Are you satisfied?
- * Observers: What was each country's initial strategy? Was it adjusted

How? How did communication work within groups and between groups? Did it differ internally vs externally? Were agreements written (within/between teams)? How were disagreements decided? Where was trust lost/built? Where did aggression arise?

- * Participants: What was the goal of the game (resolving the tension between "competition" and "cooperation")? Who felt stress—why—and how did you handle it? Who developed aggression—what triggered it? Who built/lost trust—why?
- * Whole group: What can we learn from this method? What real-world links do you see (global comparison: West = Moneyland, Asia = industrialized country, Africa = resource-rich country)? How can cooperation and trust be built (transparent communication/information)? To what extent did multiple actors (presidents, VPs, advisors, diplomats) complicate action (complex decision-making ⇒ EU policy—time-consuming and stressful, but fair)?

"Building Collaboration: A Group Learning Method"

Target Group / Age: Young adults

Group Size: 5-10

Duration: flexible

Instructions:

-LEGO bricks or similar modular building blocks (sufficient quantity for each subgroup)

-Tables and chairs arranged for small group work

-Flipcharts or large sheets of paper (for notes or group presentations)

-Markers and pens

-Timer or stopwatch (to manage time for each phase) Optional: projector or screen (for final reflection or visual support)

Notebook or reflection sheets for participants (individual re-elaboration)

"Building Collaboration: A Group Learning Method"

Instructions:

Group formation and task assignment

Divide participants into small subgroups (e.g. four groups of five). Assign each group different roles and tasks. Provide each with LEGO pieces and short written instructions for their part of a construction task. Announce a clear time limit for the round.

Group construction phase

Each group works creatively to build its structure based on the instructions. Emphasize coordination, role division, and each member's contribution. The result is a standalone structure that will later form part of a collective outcome.

Group presentations

Each group presents its creation to everyone, explaining the idea, process, and meaning behind it. This allows participants to see the variety of contributions.

"Building Collaboration: A Group Learning Method"

Instructions:

Connection phase – building one final output

The facilitator introduces a new challenge: combine all structures into one unified creation. Groups collaborate to link their models, negotiate, adjust, and integrate them into a shared result.

Large group discussion and reflection

Hold a plenary discussion on the process:

What made collaboration easier or harder?

How did roles evolve?

How were different ideas integrated into a shared result?

Participants reflect on aligning individual and collective goals.

Guided final reflection

The facilitator leads an individual and group reflection on:

Personal learning: "How did I feel? What did I learn?"

Group learning: "What did we learn together?"

Roles, flexibility, and cooperation.

The aim is to support awareness and transfer of learning to other contexts.

Team Working

Target Group / Age: Young adults

Group Size: 6-20

Duration: 30-45min

Materials Needed:

Newspapers, tape, twine or thin rope, scissors

Instructions:

1. Form 2-3 (or more) teams, depending on the group size.
2. Announce the challenge: "Build the tallest tower possible using only the materials provided."
3. Give teams 20 minutes to complete their construction.
4. Observe the process, then measure and compare the final results.

The Human Knot

Target Group / Age: Young adults

Group Size: 8-20

Duration: 15min

Materials Needed: None

Instructions:

Participants stand in a circle, extend their hands towards the centre and randomly grab other people's hands. Without letting go, they must untangle themselves to form a perfect circle, which requires cooperation and communication.

The 5 Building blocks

Target Group / Age: Youth workers

Group Size: 4-10

Duration: 60min

Materials Needed:

A large whiteboard or flip chart

Markers in multiple colors

Sticky notes

Timer

Instructions:

1. Setup & introduction (5 min)
2. Explain the goal: align the team on purpose, roles, values, and working style.
3. Divide a whiteboard into five sections:
 - Purpose – Why are we here?
 - Team values – What do we care about?
 - Strengths & skills – What does each of us bring?
 - Roles & expectations – Who does what?
 - Ways of working – How do we collaborate best?
4. Individual input (10 min)
5. Each person reflects silently and adds short bullet points or sticky notes under each section. Encourage honesty and variety of ideas.

The 5 Building blocks

Instructions:

6. Group discussion (35 min)
7. Discuss section by section (≈7 minutes each). Use questions such as:
 - Purpose: What do we want to achieve together?
 - Values: Which behaviors should we promote or avoid?
 - Strengths: How do we complement each other?
 - Roles: Is there clarity or overlap?
 - Ways of working: What supports or hinders good teamwork?
 - Highlight or circle key ideas as they emerge.
8. Wrap-up & commitments (10 min)
9. Agree on 3–5 team agreements and write them clearly on the board (e.g. “We commit to giving feedback early” or “We’ll rotate facilitation roles”).
10. Take a photo of the board for future reference.