

Helpful Information for Effectively Processing Teambuilding Activities

After your group has completed a teambuilding activity, it is essential that you process what has just occurred. This will enable the group to further identify “lessons learned” from the activity, better understand group dynamics, and to assess its strengths, weaknesses, and areas for improvement related to working as a team. Though we included some processing questions specific to each exercise, below you will find other important tips for successfully facilitating these types of discussions:

- ✿ Begin the discussion with questions related to “What happened?” (from beginning to end, what occurred as you were working through the problem together?)
- ✿ You should then ask questions related to “Why?” (Why do you think these things happened, Why was your group successful/unsuccessful, Why did you all complete the activity the way you did, etc.)
- ✿ Now that you have discussed the process that occurred and its results, you should ask questions about individual’s feelings during the exercise (How did you feel throughout this activity, What felt difficult to you about this activity, How did you feel about the group’s behavior and performance, etc.)
- ✿ Finally, ask questions related to “What does this mean?” (How does this apply to your current situation or group, what are some ways you can apply lessons from this activity in the future, what will you do differently in the future as a result of this experience, etc.)
- ✿ Avoid yes/no and close-ended questions, and do not let one individual monopolize the discussion.
- ✿ Verbally acknowledge people’s feelings, expect a wide-range of reactions, and make sure that everyone realizes there is no right or wrong answer.
- ✿ Have everyone use “I” statements when they speak, reiterate ground rules as necessary, and be firm in ensuring that all group members’ opinions are respected.