

Building Dynamic Groups



What's In (on) a Penny?

Objective: To highlight value of group (team) efforts; to demonstrate the importance of details.

Time: 15 minutes

Directions: Ask participants, working individually, to list all the distinguishable characteristics of a common penny. Divide the participants into groups. Have them share their lists, check them for accuracy, and, by brainstorming, develop a new master list of characteristics. Have them compare their individual and group lists with the master list (and/or the visual sketch) provided.

- Record, through a show of hands, how many individuals scored each item correctly.
- Record, through a show of hands of a spokesperson from each group, how many groups scored each item correctly.
- Compute the average individual score and the average group score.

Process Questions: What does this tell you about the value of team (at least of pooled individuals) efforts?

What methods could be used to increase trainers' attention to important details for better recall of items?

How can individuals see almost daily something as common as a penny yet not "see" its characteristics?

To what degree is it true in your jobs that "it's the little things (like forgotten characteristics of a penny) that will get you"?

Materials: None, other than a list of characteristics and/or visual diagram of a penny to provide a visual standard to compare results against.

Reference: Unknown