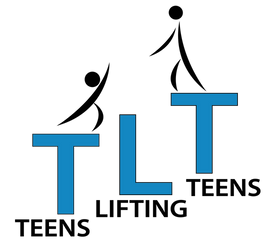




TEENS LIFTING TEENS Program Overview



Teens Lifting Teens (TLT) is a grant funded program that empowers teens to make a difference in their communities.

WHAT'S THE PROBLEM?

Among Utah's teens, we are seeing resiliency decrease, while anxiety, social disconnect, and feelings of inadequacy are all on the rise.

HOW CAN WE SOLVE IT?

Research among teens has shown that two critical interventions—1) positive interactions with a caring adult and/or role model; and 2) service to others—results in the following positive outcomes:

- Enhances personal growth
- Promotes empowerment
- Raises awareness
- Makes them feel respected and supported, and
- Gives them hope for the future

Following this same structure, the Teens Lifting Teens Program is built to achieve similar outcomes among at-risk teens in Utah.



TEENS LIFTING TEENS PROGRAM

The program focuses on developing skills that prepare teens to:

- Mentor others
- Plan & implement events
- Build effective teams
- Grow resilience and self-confidence/self-efficacy
- Develop protective factors (reducing risky behaviors)
- Actively make a difference in their communities now and in the future

This is accomplished by intentional training and experiences that provide opportunities to learn and apply these learned skills. Demonstrating these experiences come in the form of “Near-peer Mentoring” and “Service Learning”. We facilitate these activities in a fun, social environment that encourages a sense of belonging, personal growth and confidence.

DEFINITIONS

Near-peer Mentoring

A trusted or relatable teen that teaches, coaches, encourages or empowers less experienced youth.

Service Learning

Combines serving the community with front-loading, assessment, and reflection, typically seen in project-based learning.

WHAT SUCCESS LOOKS LIKE



Background Check

Background check for all adult advisors



Training

Participate in local, regional and statewide training conferences



Community Outreach Events

3 Teen-planned and teen-implemented outreach programs or events a year



Near-peer Mentoring

Pairing trusted or relatable teens with at-risk youth



Service Learning

Learning and teaching life-skills while completing a service project in the community



Reporting & Evaluation

Reporting outcomes and evaluating efforts to improve effectiveness



TEENS LIFTING TEENS



FINANCING

Funding is provided for

- Registration and travel for all levels of training
 - Youth are required to go to at least two conferences a year including (teen summit, design team, try team, etc.)
 - Advisors are required to go to fall training annually.
- Supplies and insurance for community outreach events
 - 3 teen planned and teen implemented outreach events a year.
 - These will include service learning or near peer mentoring experiences.
- Monthly costs
 - including allowable expenses for monthly teen council meetings

MORE INFORMATION



utah4h.org/more/TLT



Megan Hall, TLT Program Director | megan.o.hall@usu.edu | (801) 708-2331

BACKGROUND CHECK PROCESS

1. Fill out the application at <https://ccl.utah.gov/ccl/#/background-screening-form>. Under facility name, provider name, or facility Id, choose USU Extension Entheos Academy Kearns or F15-47036. There are a few other USU sites on there, but they go to a different faculty member. You must choose this USU site for us to authorize the process.
2. Email Megan at megan.o.hall@usu.edu to let her know you have completed the application. You will receive an email with a form that you MUST take with you when you go get the fingerprints, also you MUST bring a photo ID.
3. Set up an appointment to complete the fingerprinting. We want livescan fingerprints. This site tells you all of the locations that can do them. Be sure to call for an appointment or you may not be able to get in at many of the locations.
<https://childcarelicensing.utah.gov/wp-content/uploads/Some-Fingerprinting-Locations.pdf>
4. Let Megan know when your fingerprints are done. The background check usually takes 3-5 business days to clear.
5. To be reimbursed for your fingerprinting take a clear picture of the receipt and email it to Megan along with your name and the address you would like the reimbursement check to be sent to.

Background Check Application



Locations for livescan fingerprinting



Megan's Email:

Megan.O.Hall@usu.edu



TEENS LIFTING TEENS PROGRAM TERMS & DEFINITIONS

At-risk Youth Populations—The CDC identifies six categories of at-risk behavior. They include:

- Behaviors that contribute to unintentional injuries and violence.
- Tobacco use (when tobacco was first used & how many cigarettes smoked per day).
- Alcohol and other drug use.
- Sexual behaviors that contribute to unintended pregnancy, STDs, and/or HIV infection.
- Unhealthy dietary behaviors or physical inactivity, including obesity and asthma.

Design Teams—Design Team Trainings are for youth interested in putting on community events at the local, county, and state level. They will learn leadership skills designing, planning, & executing events.

Examples of Design Teams: Youth-led planning team that organizes things like multi-hour/day camp, events at city days, reading programs, bike safety rodeos, mental health awareness programs, etc.

Fall Advisor Training—At this training, advisors are given resources and tools to structure the program, teach positive youth development, solve issues in councils, and network with other youth advisors across the state.

Full Mentoring Experience—should be at least 1 hour, but doesn't have to be one-on-one. **Examples of a full mentoring experience:** Teaching experience, day camp, structured event lasting at least an hour (not just a booth where youth have light mentoring), A day at the park the youth are there for 3 hours, library events once a month for an hour, partner with a Jr. High, hospital read books to kids for an hour, Anything interacting with younger youth for a minimum of one hour.

Light Mentoring Experience—short mentoring experience or quick activity, around 10 minutes. **Examples of light mentoring:** booth at a fair, or outreach day at the park, family night out at different booths, school lunch booth, any light-contact peer mentoring. If the youth are at a booth for a few hours and have the opportunity to mentor several different youth for the equivalent of an hour then it's a full mentoring experience.

Multi-Council Training—Multiple youth councils/groups come together to model and showcase to advisors and youth how to run a council. The goal of this training is to create opportunities and skills to improve their programs and network with other councils. A meal is provided.

Near-peer Mentoring—Youth seek to teach a new skill or guide their peers (or younger youth) in a learning experience. This gives social identities to youth, helping them develop a sense of belonging by connecting to role models from similar groups.

Examples of Near-peer Mentoring: youth council working with Jr. high after school program teaching leadership curriculum, day camp where youth teach new skills they have learned from training

Service Learning—Intentional program used to learn and apply knowledge and skills from clearly articulated learning goals through the identification, planning and implementation of personally relevant community service. Examples of service learning: community garden, community outreach event for suicide prevention.

State Youth Conference—At this training youth have the opportunity to participate in workshops to develop new skills they can take back and apply to their own councils. They also get the chance to network with other youth across the state. ie. Teen Summit, Design team, Try team

Teen Mentors—The teens that are participating in various youth councils who will be mentoring other youth we refer to as teen mentors.

TRY Teams—TRY stands for “Teens Reaching Youth”. Teams of 3-5 teens with an adult advisor come together from across Utah to learn leadership skills and strategies to be a good teacher. In addition, they will receive a project related curriculum coupled with hands-on interactive lessons about that curriculum. Teens then return home to their own communities and teach what they have learned to younger youth and peers.

Youth Mentees—The youth being mentored to by the teens in the youth council.



PURPOSE OF THE PROGRAM

Expand positive youth development skills and increase youth protective factors through near peer mentoring and service learning.

DESIRED OUTCOMES

Increased resiliency and self confidence, leading to a reduction in risky behaviors.

Teens Lifting Teens is an affirmative action/equal opportunity program and is committed to a learning and working environment free from discrimination.

TEENS LIFTING TEENS PROGRAM EXPECTATIONS



Upon qualifying for a Teens Lifting Teens program there are specific criteria that need to be implemented to ensure the mission of Teens Lifting Teens is carried out. These criteria include the following: Outreach Events, Trainings, Near-peer Mentoring, Target Audience, Reporting, and Evaluation.



TARGET AUDIENCE

Recruit and serve youth from at-risk populations

In both the teen councils and the mentee youth they serve there should be an effort to recruit and serve youth from at-risk populations.



OUTREACH EVENTS

There should be 3 teen-planned and teen-implemented outreach programs or events a year.

Examples: Family Night Out, Night at the Library, Camps, Day at the Park, Near peer mentoring/service learning projects, etc.



NEAR-PEER MENTORING

Each teen will mentor at least 3 other youth every year.

Mentoring can occur individually or in small groups. We encourage small groups (2-4 youth mentees per teen mentor) and/or groups of mentors and youth working together in group activities. Mentoring for at least 1 hour counts as a full mentoring experience. A light mentoring experiences is 10 minutes or so at an outreach event. If teen mentors work with several youth for the equivalent of an hour this will count as a full mentoring experience as well.

Examples: booths at an outreach event, try team event, design team, partnering with Jr. High afterschool program, etc.

Extension

UtahStateUniversity.





TRAININGS

Various types of training are held to ensure quality youth development

Local Training

Your regular team meetings should happen at least 10 times a year. Teach a 10-15 minute curriculum on Leadership, Service Learning, or Near Peer Mentoring at least 10 times a year. You're free to choose whichever curriculum from our resources you would like to teach.

<https://extension.usu.edu/utah4h/more/leadership-resources>

Advisor Training

Is held once a year in the fall, and we expect advisors to attend.

Youth Training

Teen Summit, TRY Team, Design Team, are some of the youth conferences the youth are encouraged to attend. We expect youth councils to come to at least one a year. Funding is available for each Teen Mentor to attend 2 trainings per year.

Multi-Council Training

We plan on holding these quarterly in different locations across the state. We expect the Teen Mentors to attend at least 1 per year. The purpose of these trainings are for teens and advisors to develop their programs and network with other youth councils in their area.



REPORTING & EVALUATION

Activities are reported and a discussion is held on improving.

Youth and Advisors participate in completing quarterly surveys and Annual Evaluations.

Yearly Background check, Code of Conduct, Non-Disclosure Agreement





BUDGET

Your budget through this grant depends on how many youth you have in your council. The budget for the grant increases as the program grows.



Each year we will send you your council's specific budget determined by the number of youth in your council. We will also send out quarterly updates of your budget as you use it. If you ever have a question if something is an allowable expense please don't hesitate to reach out and ask.

GENERAL GUIDELINES

This is the general guideline for what you can spend per year through the LIFT grant.

FUNDING IS AVAILABLE FOR:

- Monthly supplies for local trainings
 - Number of teens you have participating in your council and participating in the TLT program x \$25
- Outreach Programming Supplies
 - Materials, etc for community outreach programs - 3 events per year x \$3/youth served (does not include adults/parents)
- TLT Training events for advisors
- TLT Training events for youth
- Event accident insurance
- Space rentals for events
- Background checks for advisors

CONFERENCES

We expect that two of the available conferences each year will be attended by at least some of your teens (it is not expected that all your teens will attend). We will provide funding for conferences such as Design Team, Try Team, and Teen Summit. If you would like to substitute another relevant conference, contact us and we may possibly approve funding for your youth to attend. In order to maximize your flexibility, you have the choice of which of these events your youth will be able to attend. Different conferences cost different amounts. You may choose to send more teens to one conference over another. It is expected for those attending to return and train their fellow teen leaders. There will also be money available for travel to youth and adult conferences on a need basis and individual approval. We also expect Advisors to attend fall advisor training every year.

COMMUNITY OUTREACH

We have budgeted for each site to have around 3 community outreach events per year. This is flexible. If you have several smaller community events and want to spread your budget further than just 3 events that is acceptable. These events will include service learning or near peer mentoring experiences. We expect each youth to have 3 near peer mentoring experiences a year.

MONTHLY COSTS

Teen Council Meetings should be occurring each month. The budgeted amount is \$25 per youth per year. For your monthly meetings if you need supplies, snacks, (no "meals" are allowed by this funding), printing flyers, etc. This is what that funding can be used for.

Allowable Expenses:

- Materials and Supplies
- Training and education
- Advertising (flyers, etc)
- Space rental costs
- Insurance for events
- Snacks (fruit granola bars etc).
No meals unless you are pre-approved for something like hosting a day camp and the youth need lunch. We must personally approve these exceptions.

Disallowable Expenses:

- Entertainment (i.e. amusement, diversion, entertainers, social activities, tickets to shows, sports events, meals, lodging, gratuities)
- Entertainment related food service costs (i.e. catered parties or holiday parties for staff or youth, award dinners, Mother's Day lunch at a local restaurant, catered lunch for Grand Opening events)

PURCHASING

- All USU employees may use their own P-card and charge their purchases to: [index A58494](#)
- All advisors may use their own money to make purchases and then submit receipts to the Program Director for reimbursement. Reimbursement checks will be sent in the mail and take around 2 weeks to receive them.
- All advisors may ask the Program Director to make the purchase for them (i.e. send link of what they need purchased via email). Please allow reasonable time for purchase.

1. Receipt
2. Name & address you would like the reimbursement check addressed to (Street, City, State, Zip code)
3. Description of purchase
 - a. Ex: printed flyers, pencils, snacks, etc.
4. Business purpose of the purchase
 - a. Ex: supplies for trainings
5. Was food purchased?
 - a. If yes, include:
 - i. Date of the event
 - ii. Location of event
 - iii. Name of attendees (if you have a roll, you can just attach that with the receipt).

REIMBURSEMENTS

All reimbursement requests must include all elements listed in the box (pictured left).

IF ONE OF THESE IS MISSING:

- If you don't have the receipt needed, you need to attempt to get the receipt and let us know your efforts.
- If a receipt does not have all 4 required items—Vendor, Date, Itemized, Tax exempt (if applicable)—contact us for assistance.

YOUTH COUNCIL PLANNING GUIDE

1

Select an Activity

- Including its purpose, goal, & outcomes
- When the youth are involved in the selection process then they will also have buy-in and will support it.

2

Recruit Leadership

- Who in the youth council is spearheading this activity?
- This is a great opportunity for youth to learn leadership skills.

3

Hold Preliminary Planning Meeting

The youth and advisors should meet around 120 days prior to the event

- a. Review job descriptions of responsibilities- what is everyone's role in this project?
- b. Review last year's report of activity, if applicable
- c. Build a schedule working backwards from the event date
- d. Create budget- youth and adult advisors should work together on this
- e. Review purchasing procedures
- f. Establish plan for promoting event
- g. Review staffing needs, recruit those who will serve on this activity committee
- h. Set up committee meeting schedule

4

Promote Event

- a. Draft promotional materials
- b. Get local and University Marketing's approval if applicable
- c. Make or order approved materials
- d. Distribute materials

5

Conduct Activity Committee Meetings

- a. Keep goal or outcome in mind as decisions are being made
- b. Make and review assignments
- c. Review procedures, make purchases
- d. Follow promotional plan
- e. Follow up, accountability
- f. Keep lines of communication open

6

Conduct Event

- a. Follow set agenda
- b. Keep purpose and outcome in mind
- c. Be flexible
- d. Relax and have fun!

7

Close out the Activity

- a. Finalize all financial transactions
- b. Conduct a committee evaluation meeting
- c. Fill out Activity Report and file it away
- d. Send out Thank You notes
- e. Celebrate your success!



PLANNING GUIDE OUTLINE

EVENT TITLE

DATE

WHAT:

PLANNING NOTES

Goals/Outcomes:

Schedule:

WHERE:

Create budget:

IMPORTANT CONTACTS:

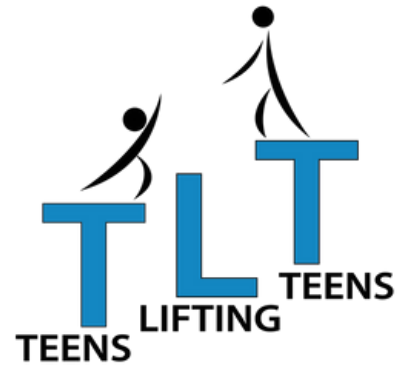
Promoting event:

Committee meeting schedule:

WHAT CAN BE BETTER NEXT TIME?

YOUTH COUNCIL MEETING AGENDA GUIDE

This guide is meant to be helpful to both advisors and youth. Ideally a youth council is youth led, meaning they get the opportunity to conduct, and lead meetings. This outline can help youth to know what are the items of business on the agenda, and it will help the council to stay focused and organized as they meet. It is important that every meeting should have some element of business, an element of training, and an element of social activity. Some meetings may focus on planning for an upcoming event so most of the meeting may focus on business. Another meeting you might have a speaker training on positive youth development that takes up the majority of the time. You may have team building social activity meetings where the majority of that meeting is a fun activity to build the team like bowling. All meetings will have a combination of all three elements. For instance after doing an icebreaker and reviewing the agenda there might be a brief positive youth development training on how to brainstorm, then the business of that meeting will be brainstorming ideas for an upcoming community outreach event. Then the last ten minutes might be socializing activity while they eat cookies. Each meeting agenda should have these three elements present.



BUSINESS

Business may include things like planning events, discussing community problems, brainstorming ideas of service learning projects or near peer mentoring experiences. Although this is an important part of youth councils, it shouldn't completely monopolize the entire meeting time.



TRAINING

Training may include any positive youth development, practicing workshops, learning new skills, leadership development. USU extension has some wonderful resources there are small interactive lesson plan to help youth learn skills that will help them in the youth council. For instance if you notice some youth in the council are struggling with things like motivation, follow through, commitment, communication etc, there are lesson plans on those things that are fun and the whole council will benefit from. Here is a [link](#) and QR code to that resource.



ACTIVITY

The social aspect or activity portion of a youth council meeting is important and shouldn't be overlooked. Often times the biggest draw for youth to come and stay and become a part of a council is for the social fulfillment it brings. Also youth need movement and especially after a long day of sitting in classes this should be an opportunity for them to feel relaxed, safe, and have an opportunity to move around and socialize a bit. This can include ice breakers, bringing cookies, doing a social activity to bond the team, etc.

Youth Council Meeting

Date: _____

Conducting: _____

Attending: _____

Icebreakers: _____

Welcome

Flags: _____

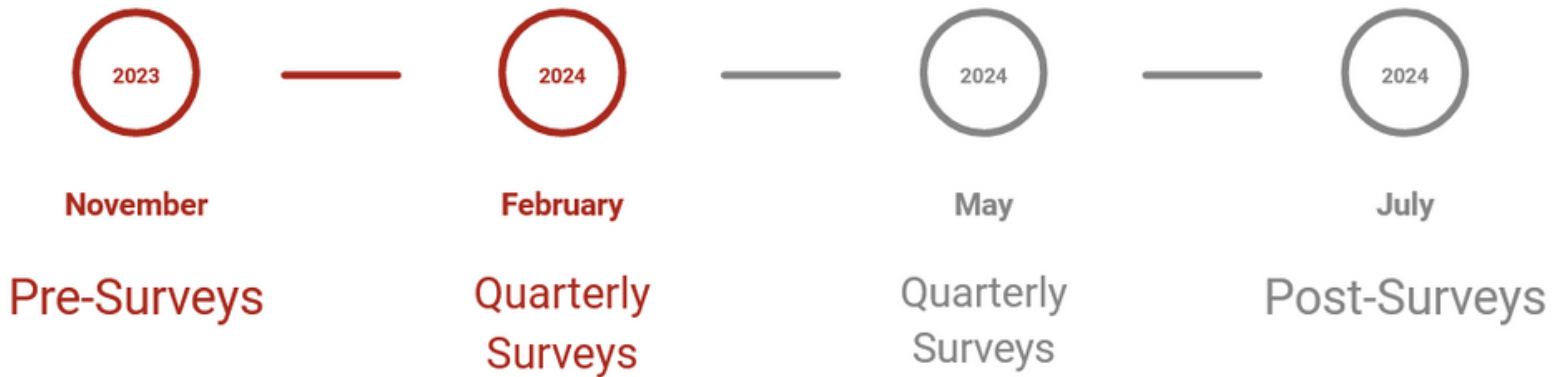
(____) min Business:

(____) min Training:

(____) min Activity:

TLT 2023-2024 Evaluation Overview
Evaluator: Cris Meier (cris.meier@usu.edu)

Dates to Remember:



Surveys for advisors and youth to complete will occur over the same time period

Things to keep track of:

- how many youth served at outreach events.
- how many families served at outreach events
-

What do I need to know about the Advisor surveys?

- Quarterly surveys ask you every quarter to share experiences of the youth leadership team over the past quarter
- Pre- and post-surveys ask questions that help us know how well we prepared you to implement TLT
- Surveys can be filled out on your phone and will come to you via email from Qualtrics and cris.meier@usu.edu
- Surveys take 5-10 minutes to complete
- You will continue to receive reminders until you complete the survey

What do I need to know about the youth surveys?

- As the advisor you will be tasked with asking the youth to complete each survey
- You are provided with a script to read to the youth to help explain why they are being asked to complete the survey
- You can have the youth complete the survey via Qualtrics, and online survey, by sharing the link or QR to the survey or print out paper version of the survey for them to complete
- If you use a paper survey please email cris.meier@usu.edu for information on how to enter youth responses to the paper survey
- Quarterly surveys ask about youth protective and risk factors—which are required by the funder
- Pre- and post-surveys ask about program outcomes (e.g., leadership skills, engagement in the community) and risk/protective factors
- Megan will send out reminders to you to ask youth to complete the survey
- Pre- and post-surveys take 5-10 minutes to complete and quarterly surveys take less than 5 minutes to complete
- No parental consent is required
- Do not force youth to complete the survey but just share with them to importance of the survey for program funding purposes (which is explained in the script)
- If you have any questions at all please do not hesitate to reach out to Cris!

Insurance Stuff

<https://www.ailife.com/specialriskdivision/4h-extension>

The Ten Easiest & Most Successful Ice-Breakers and Group Games Ever!

Okay, if you're looking for dozens of sure-fire, high-energy, interactive, leave-them-wanting-for-more activities for your group, then you have everything you need in the pages which follow. To make it easy for you, all of the activities I will describe can be played right now – because they require no equipment whatsoever.

Here's what else you'll discover:

- Dozens of fun, innovative ways to split your large group into smaller groups;
- A bunch of the most contagious, interactive games that will 'break the ice' and energize your group; and
- The ten most successful, proven and funnest group activities I know, each accompanied with at least one variation.

These ice-breakers, energizers, and interactive games work because people love 'em. It was difficult to whittle my 'Top 200' activities down to such a small list of ten. But, no matter. you're still be getting a treasure trove of totally fun and proven group programming ideas.

So now, listed alphabetically, I proudly share my Top Ten Easiest and Most Successful Ice-Breakers and Group Activities...

Categories

Clapping Game

Clumps

Cocktail Party

Gotcha!

Let Me Introduce

Paired Shares

Psychic Handshake

Spectrums

Thumb-Wrestling In Stereo



Click the links at left to see the activity in action on playmeo...

Categories

The perfect ice-breaker – ideal for mixing people in a fun and non-threatening manner

At A Glance

Your group splits into a variety of smaller groupings, according to a series of categories you announce.

What You Need

10 – 20 mins

What To Do

Ask your group to separate according to the categories or groupings you are about to announce. For example, if the category is “*Colour of your pants,*” everyone wearing blue jeans will group together.

Sometimes, individuals may find themselves alone, but in most cases, small groupings of commonality will develop. Upon identifying each of the groups, announce the next split. You can keep splitting folks for as long as they are having fun, or you run out of ideas.

For mixing purposes, alternate between two-group splits and multi-group splits.

The idea is to invite your group to meet as many new people as possible.

To this end, if you have the time and the inclination, as soon as the groups have formed, give the participants a few moments to say hello to one another, or perhaps share something of relevance to the category, e.g., “*What was so cool about being the oldest / youngest / in-between child in your family?*”

Here are just a few sample and fun group categories. There are simply hundreds of them out there, so please, don't hesitate to make up your own, or tempt them from your group.

Simple half-half splits:

- Arm that ends up crossed over the top of the other, when folded on your chest.
- Leg you put into your pants, shorts, underwear, etc. first when dressing.
- Preference for cooking or cleaning up.
- Preference for washing or drying dishes.
- Position of your thumbs, that is left or right on top, when you clasp your hands together so that your fingers interlock.



- Last digit of your home telephone number. All the odd numbers – 1, 3, 5, 7 or 9 – get together, and the even numbers do the same.

- When presented with a ‘good news / bad news story,’ which do you prefer to hear first?

- Preference for the way toilet paper spills off the roll – like a waterfall, over the top and forward, or against the back towards the wall.

- Number of street you live at – odds and evens.

Simple multi-group splits:

- Month / zodiac sign in which you were born.

- Number of continents you have visited.

- Number of siblings in your family, including yourself.

- Colour of your eyes, hair, socks, etc.

- Type of shoes you are wearing (not necessarily their brand).

- Which shoulder(s) you hold a carry-bag – right, left or both shoulders.

- How often you shave each week?

- Distance you have travelled to get here (use clumps of distances, such as 0-5 km, 5-10 km, etc.

- Number of items you recycle at home, e.g., plastic, glass, tin, paper, etc.

Variation

- Use to divide a large group into roughly random and even teams. If you are looking for an even split, and just don't seem to find a category that fits, simply use the old scientific method of indiscriminately moving a few people (*“Hey, you and you, move over here.”*) to even out the groupings.

Clapping Game

A sure-fire energiser that will raise the energy of your group, and make 'em laugh

At A Glance

Standing in front of a group, one person passes their hands in front of themselves in a repeated back and forth motion asking everyone to clap only when his or her hands pass.

What You Need

1 – 2 mins

What To Do

You need one person to stand in front of your group. Maybe that's you? Explain that you want everyone to watch carefully as you move your hands back and forth in a particular pattern.

Perhaps alternating left and right, or up and down, it doesn't matter much. Just make sure that at some point your hands cross during the journey.

The fun part is that you ask your group to clap every time they see your hands cross. It's at this point, I rediscover how much I love this game, energiser, diversion, call it what you like. The intense focus and concentration on people's faces is priceless.

So you start passing, slow at first, then in rapid succession. And then, I suggest, you get tricky. Make out like your hands are about to cross, but they don't. Guaranteed, money in the bank, this lark will cause your group to clap, and then quickly realising their mistake, laugh out loud.

You need only present this exercise for minute or so, and it will produce the desired effect. Your group will now be bubbling with more energy, and there will be smiles and laughter aplenty.

Variation

- Structured as an elimination game, same rules apply. If someone makes a 'mistake,' for example, a person claps when they shouldn't, or is late, etc, they are asked to step aside, sit down or whatever and enjoy the continuing action. Keep going until one person remains, and give them a round of applause!

Clumps

Zany, fast-paced energiser designed to mix people frequently

At A Glance

People quickly form a series of temporary groups matching the number called by the leader.

What You Need

5 - 10 mins

What To Do

This is so simple, yet so good. Gather your group around, and explain that in a moment you will shout out a number – any number from, say one to ten (the bigger your group, the bigger you can make the top end).



Immediately, everyone must form a group consisting of that number of people. In my experience, groups get very huggy at this point, and form little fortresses with their bodies to prevent others from joining their little huddle.



Naturally, you will often get a few poor souls left over, the so-called remainder, if we speak in the language of long division.

At this moment, you have several options. You can eliminate these folks, move them to the side, and continue with the next shouted number, and so on until you get the lucky 'winners.' This is fine; however, I think it's best to simply shout another number. It keeps the energy up, is much less competitive, and more fun for everyone.

And the look on the faces of the 'dejected' when they hear the next number called ('I'm saved') is priceless.

Move from five to three, then up to nine and back down to four so that a high degree of mixing occurs. Shout "ONE!" just to see what happens.

Variations

Add the proviso that every time a new number is called, a person cannot form a new group with anyone who was in their previous group (as much as is possible). This tweaking of the rules will spoil the plans of those crafty individuals who prefer to stick together, simply opting to ebb and flow in terms of their membership number at any point in time.

Form a group according to a simple, easily-accessible category, such as dark-coloured tops, brand of running shoes, gender, colour of eyes, etc. Similar to Categories on page 11.

Once formed, instruct the newly-created groups to use their collective bodies to make the shape of a letter of the alphabet, or numeral, or object, e.g., table, house, care, etc.

Cocktail Party

A quick name reinforcer, and welcome segue to a drinks break

At A Glance

In a limited time frame, people mingle about shaking hands and greeting as many people by name as possible.

What You Need

1 - 2 mins

What To Do

Looking for a quick way to wrap up a session, perhaps reinforce a few names people may have just learned, or want to simply cut to a drinks break? This is it.

Invite people to bunch around you, capturing the image of palatial surroundings, evening gowns, black ties and cocktails. Suggest that each person holds in their left hand an imaginary drink, or cocktail if they choose.

Then, on your signal, everyone is encouraged to meet, shake the hands of and greet as many people at the party as possible, in say, 43.5 seconds (this is not a magic number!).

On "GO," it will sound something like, *"Oooohh, darling, so good to see you!. I'm having a frightfully good time...."*. Chat for a few moments, discuss drinks, recent holidays to the Swiss Alps, and then in typical cocktail party fashion, interrupt the conversation with a *"Well, Doris, I must keep moving."* Air kiss, kiss (these are not mandatory), and *"...Bye bye!"*... and off you go to greet another party guest.

Suggest to your group that they should use the other person's name as often as possible, enquire about the other person's drink (remember, they are holding on to it), but not spend too long with any one person.

For a bit of fun, ask someone for the time and see if they spill their drink!

When you feel like the heat has started to dissipate from the party, quell the action and ask your group what is odd about the activity.

Someone will usually remark that "There's nothing in my hand", which is your cue to say.... *"Let's remedy that situation – time for a drinks break."*

Variations

For kids, suggest they are holding their favourite (soft) drink.

Imagine you are in a swanky Food Hall. Invite people to mingle as they treat themselves to the extraordinary array of fine foods available on people's trays.



G o t c h a !

Never fails to produce raptures of laughter

At A Glance

Standing in a circle with their index fingers pointing downward into their partners' open palms, everyone tries to catch the juxta-positioned finger at the same time.

What You Need

5 - 10 mins

What To Do

Ask your group to form a circle, facing inwards and standing side by side. Note, this next bit is best if you demonstrate as you explain it.



Holding your right hand out to your right hand side (about shoulder height) with your palm facing upwards, extend the index finger of your left hand, and place it into the open palm of the person on your left.

Look around, and you should all be inextricably linked. Now, on the command "GO!" – which works pretty well to start a game – everyone tries to catch the finger of the person on their right, that which is pointing downward, touching the centre of their palm.

Of course, jocularly prevails, because everyone is also trying to avoid being caught by the person on their left. I just love that bit. Ask people to shout out "GOTCHA!" when they catch a finger.

Now, you could try to move on, but I doubt you will want to. There are ample moments of humour here. Observe the way in which the palms of some people, which first started out as flat, are slowly curling with each round. Or the proclivity of folks to not want to touch their finger tip on their neighbour's palm, lest they get caught!! It's all so funny.

Variations

Try this again several times, switching palms from the right to the left (to benefit our left-brained friends), i.e., the left palm is facing upwards, and a right index finger is extended. Cross your arms as you play, i.e., extend the right palm in front of your chest to point toward the person on your left, and place your left index finger into the waiting palm on your right.

Try all variations with your palms upside-down, and index fingers pointing up. Regular set-up, but this time each person attempts to catch the finger sitting in their right palm with their left hand. Try it. Hilarious.

Original set-up, add a further challenge. Instruct people to place their right foot directly above, but not touching the left toes of their right-hand side partner. On "GO," you try to tag the foot of your partner, whilst trying to avoid being tagged and performing the usual finger and palm routine. Everything above, but groups of only two or three or whatever.

Let Me Introduce

An exercise where you introduce everyone else but yourself

At A Glance

Each person approaches as many people as possible within a specified time limit, introducing each of them to another person in the group.

What You Need

2 – 5 mins

What To Do

I've found this simple re-working of the traditional form of introductions a brilliant way to rid my group of a lot of that tension that most people experience when they first get together. It won't evaporate all of the awkward feelings, but it is fun and is guaranteed to create a ton of energy.

With your group milling about, ask them to casually approach any other person in the group – whether they know their name or not – greet them, and ask for their name. Embodied with a lively demonstration, it will sound something like this. *“Hi, what’s your name?”* The doe-eyed person you have just approached says *“Simon,”* and you reply with *“Hi Simon, come with me, I’d like to you to meet somebody.”*

At which point you lead Simon with you over to another unsuspecting group member, and say *“Hi, what’s your name?”* and it might be Vijay this time. *“Hi Vijay. I’d like you to meet Simon. Simon this is Vijay.”*

Having done the job of the Introducer, explain that each person now moves on to either seek a new person to greet, or submit to another person’s invitation to be part of their introduction, and so on. Get the idea?

Variation

In principle, the person arranging the introductions need not say their name, but we are so accustomed to doing so in our culture, it often happens anyway!

To give the exercise a little vivacity, announce that your group has three (or whatever) minutes to introduce everyone to everybody else. Won't happen, but that's not the point.

Following on from the basic set-up, one of the two people who have just been introduced to each other, now leads the other to a new person. For example, Simon leads Vijay over to meet and greet with Rachel.

Paired Shares

One of my most potent tools for spicing up any ice-breaker

At A Glance

At appropriate intervals, you ask the members of a pair or small group to share their thoughts on a particular topic.

What You Need

1 - 5 mins

What To Do

This 'ice-breaker' is a star because it can be integrated into any one or all of the other activities in this ebook. When you invite people to share, you build energy, while the process of sharing itself goes a long way towards chipping away at the ice that is often present in groups, especially when they first meet. Like American Express, I never leave a program without using this technique at some point to help me break the ice. Works like a charm.

Pepper your program, especially at the start, with some well-placed 'paired shared' opportunities. Works best when you have designed lots of mixing and interaction into your program, moving from pairs to threesomes, half-half splits, back to pairs, etc. But, pick your moment – don't bog down every level of interaction as a time to share, or it will get old.

Activities such as Categories (page 11), Spectrums (page 24), and any of the partner activities I present are ideal for dropping in a couple of paired-shares along the way.

What to share? Sky's the limit. Sometimes, it makes sense to invite conversation around the topic at hand. For example, if you asked your group to split according to who is the eldest, youngest or in-between in their family, invite conversation about the good, the bad and the ugly of this relative status.

Or, try some of my favourites below.

Variations

- What did you want to be when you 'grew up?'
- What was your most memorable adventure experience?
- The way I would describe my family is...



- . My fondest memories of another person are ...
- . What was your most embarrassing moment?
- . Describe the most irritating driving habit you see on the roads today.
- . What is the one talent or skill you wish you had?
- . Describe the naughtiest thing you did as a kid.
- . Name one famous person (dead or alive) you would love to have dinner with tonight.
- . If you were 20 years old again, and knew what you know now, what would you do differently?
- . Name three of your most important values.
- . Describe the best kiss you ever had.
- . The thing that makes me different to other people is ...
- . If you could ask God just one question, what would it be?
- . If you could be invisible for just one hour, what would you do?
- . Some of the things that make me happy are...
- . If you had to forgive one person who wronged you in your lifetime, who would it be and why?
- . If you could eliminate one hereditary trait in your family, what would you choose?
- . If you had a tattoo on your body, where would you put it, and what design would it be?
- . If you won the lottery, what is the first thing you would do?

Psychic Handshake

A really FUNN, random method of forming a specific number of groups

At A Glance

People shake hands a fixed number of times to determine the group they belong to.

What You Need

3 - 5 mins

What To Do

Begin by asking everyone in your group to think of a number, and keep it to themselves. Your choice of number will be determined by the number of small groups you wish to create. So, if you want four groups at the end of this exercise, ask them to think of the numbers 1, 2, 3 or 4.

The idea is for everyone who is thinking of the same number to find each other and gather in one spot. But, unless your group has some sort of extra sensory perceptors at work, I would suggest they will need some further instructions to help them find their designated group. This is where the fun is.

With a number in mind, invite each person to approach another and immerse themselves in a very friendly shaking of hands. Each person will literally shake their own hand (read, arm as well) corresponding to the number they are thinking of, and so will their partner.

The key to this banter is for each person to hold their arm firm when he or she accomplishes the required number of shakes. So, if you are thinking 'three' and I'm thinking 'two,' we will happily shake one another's hands for the first two shakes, and then suddenly my arm and hand will go stiff, and prevent any further mutual shakes.

At this juncture, it will be obvious from the level of grunts and laughter that emanate from you as you struggle with my 'holding firm' position, that we are not on the same wave-length and belong in different groups. It's a good idea to demonstrate what the 'shaking-of-hands' and 'holding-firm' positions look like – in front of everyone before you say "GO" to give everyone a clue and a chance to giggle at what is really a very FUNN exchange.

Suggest to your group that it is most effective if they remain silent throughout the frenetic shaking period. That is, no talking, but laughter is permitted.

Also, a few smart folks will think to indicate with their out-stretched fingers, or by clapping, the number they are thinking of. Applaud their ingenuity, but suggest that it's more fun to stick to the shaking.

Variation

- Same set-up, but blind-folded.

Spectrums

A passive 'get to know you more' game

At A Glance

People respond to a series of questions by standing between two imaginary points of a spectrum.

What You Need

10 - 15 mins

What To Do

Create in the mind's eye of your group the concept of an imaginary line that stretches between two points – be it two walls, a couple of trees, whatever. Describe this space as a spectrum, suggesting that if black was at one end and white the other, all the shades of grey would be in between.

Having created this metaphor, announce to your group that you would like each individual to place him or herself along this spectrum according to their responses to a series of questions and scenarios.

They can choose to be anywhere along the imaginary line, but stress that it is their decision, and they should try to not be influenced by where their peers and / or friends are standing.



For example, explain that the spectrum represents how we, as individuals, typically view waking up in the morning. On the left-hand side of the spectrum, we have the early risers, those folks who just can't wait to get out of bed, and are pumped as soon as their feet hit the floor.

Then, at the extreme right-hand side, we have those poor souls who hit the snooze button twice and need three cups of coffee to remember even what day it is. And of course, everyone else fits somewhere in between.

Upon announcing each scenario or question, ask people to move where they belong within the spectrum. There are no right or wrong answers. But the depth and breadth of the spread will reflect a number of characteristics about the group.

From time to time, invite the group to observe where the group is generally situated, and perhaps even ask them to share with a few neighbours or with the larger group what this might mean.

Or, of course, you could simply move people from one spectrum to the next solely for the purposes of mixing, getting to know one another and having fun. Here are a few spectrums to start with, then make up a few of your own.

- Your exercise regime – never to several hours a day.
- Job preference – totally indoors to totally outdoors.
 - Car security – never lock your car to always lock your car, even if you are gone for 30 seconds.
- Preferred home – deep inner-city to remote wilderness.
- Preferred landscape – mountains to sea.
- Time of year born – January to December.
- Favourite sport – A to Z.

Variation

- Use this technique to process or debrief a group experience, for example, create a spectrum of *“How well the group communicated”* where one end is woeful and the other is without fault.

Thumb-Wrestling In Stereo

Fantastic variation on an old favourite

At A Glance

Partners form a 'monkey-grip' with their hands, and each tries to pin the other person's thumb under their own first.

What You Need

5 - 10 mins

What To Do

Ask your group to separate into pairs. Using the same hand, instruct each person to hold their partner's hand as if in the typical 'monkey-grip' position, i.e., fingers curled into the palm of the other.



At this juncture, you could simply launch into wrestle mania, but try these two fun adaptations to add a little pizzazz to an otherwise I-can-see-what's-going-to-happen activity:

- Ask each person to grasp the free hand of their partner to form a second "combat zone" situated on top of or below their already coupled hands. Their arms should now look crossed, to give that peculiar stereo look.

- Suggest that before play commences, the partners should join in a quick preparative ditty of "One, two, three, four; I declare a thumb war," during which the opposing thumbs alternate side to side across their respective corners of the 'playing field.'

You are now primed to engage in mortal thumb combat. The object is to pin your partner's thumb under your own first.

Note: Slipping out from under your partner's thumb, after having been momentarily pinned, is a breach of the International Thumb Wrestling Convention! Let the games begin.

Variations

- Swap the set of hands that appears on top of the other.
- Try it with three or four people. Continue to apply the 'monkey-grip' posture, but this time all wrestlers curl their fingers in one big clump of palm propinquity. Opportunities to form alliances (i.e., "*Let's work together to pin HIS thumb first.*") adds another level of excitement to the game.

July

August

September

October

November

December

January


February

March

April

May

June



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