



## Identifying the Team's Purpose Activity

**PURPOSE:** This team-building exercise helps participants come to a common understanding of the team's purpose.

**OBJECTIVE:** To create alignment by identifying unifying team goals uncovering conflicts at the individual level.

**COMPETENCIES:** Shared Purpose/Goals

**SPACE/RESOURCES:**

- Sticky note pad (1 pad for each participant)
- Pen or pencil for each participant
- Large dry erase board or sticky easel paper with a blank wall
- 1-2 dry erase markers or 1-2 easel paper markers
- Copy of instructions below

**TIME:** 60 minutes

**GROUP SIZE:** Divide into teams with up to 6 people per team

**Directions:**

1. Give each participant a pen or pencil and a sticky note pad. Ask the team aloud: **What would you like to accomplish as an individual?** Have participants answer individually with one thought per sticky note.
2. Ask the team aloud: **What would you like this team to accomplish?** Have participants answer individually with one thought per sticky note and include the word "Team" at the bottom of the sticky note.
3. On the dry erase board create a chart similar to the one below. Each quadrant needs space for participants to place their sticky notes. If using sticky note paper, use four sheets of paper to create a chart and stick to the wall.

**High Priority - Individual**

**High Priority - Team**

**Low Priority - Individual**

**Low Priority - Team**

4. One-by-one have participants share aloud their thoughts written on the sticky notes as they place in the appropriate quadrant.
5. Once all sticky notes are posted, review each quadrant as a group to determine if a sticky note needs to be moved according to priority and ownership level. Identify themes and facilitate group decisions around priorities. Should any of the individual goals be team goals?
6. Identify and discuss conflicting goals. Teams can choose to resolve conflicts or just be mindful of them moving forward.
7. Craft your shared goals based on your high-priority themes. Are your goals measurable? How will you measure each one?

**Debrief Questions for the Team:**

1. As a team, how did it feel determining priority levels for other team member's goals?

2. As an individual, were the goals you drafted for the team similar to other team members or vastly different? Why do you think this is?
  
3. Why is a team that understands the team's purpose/goals more productive?

Reference:

Karrell, K. (2016, September 13). Three Exercises for Creating High Performing Teams. Retrieved from <https://medium.com/the-xplane-collection/three-exercises-for-creating-high-performing-teams-2a9175a29f42>.