



## Identifying and Overcoming Obstacles

**Learning objective:** This team-building activity helps team members focus on solutions and strategies they can use to overcome obstacles they may perceive are in the way of achieving their goals.

**Time required:** Approximately 30 minutes, depending on group size.

**Materials:** Flip chart and markers

### Instructions:

*Choose an existing goal or objective that you feel your team can relate to – project or time management, reaching quotas, facilitating regular team meetings, improving communication, planning social events, less stress or conflict, etc. It can be beneficial to choose the topic in advance of the meeting and let the team know what you'll be talking about.*

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*Once you've decided on your goal or objective, record it below in the Suggested Wording.*

*A flip chart may be useful to record the team's answers.*

*Present the following series of questions, one at a time, to explore the process and reach the desired outcome. Restate the purpose of the meeting and invite discussion for each question.*

*Let the group know that this is a team-building activity to help build problem solving and communication skills amongst the team, rather than a formal project meeting, so they can relax and benefit from the learning.*

### Suggested wording:

Our goal today is to explore a problem solving method as a team.

- The goal or objective I want us to focus on for today is:

\_\_\_\_\_.

*Ask the group to state positively and specifically what we want the desired outcome(s) to be.*

- How will we know when we have reached the desired outcome(s)? What will we see, hear and feel?
- How would a third-party observer be able to tell that we have reached the outcome(s) we wanted? (What would they see or hear?)
- What will reaching this outcome(s) do for our team?
- What stops us from reaching it now? (*Follow up with "What else?" until the team can go no further.*)
- What are we willing to do in order to reach our desired outcome(s)?
- What are we willing to *stop* doing in order to reach our desired outcome?
- Is there something we have been doing that is preventing us from reaching the desired outcome(s)?



*Wrap up by asking the team whether the discussions have helped them explore or improve the ability to reach the goal or objective, and whether they could apply this process to achieving other goals or objectives in the workplace.*

**Activity developed with help from:** Deri Latimer, Positivity Speaking.