

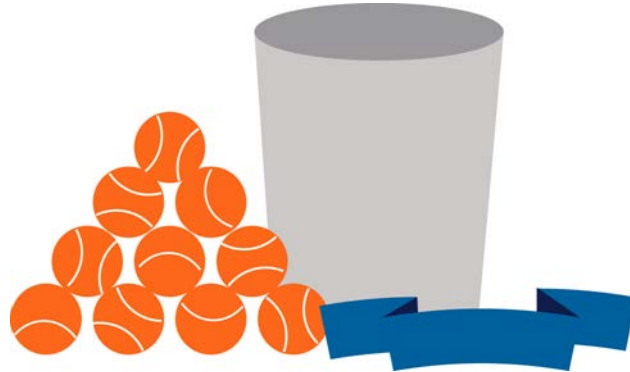
You may conduct this communication activity with your leadership team, all of your employees, or a combination of both. This fun activity will help demonstrate the importance of coaching.

Objective:

Team members guide their blindfolded teammate in throwing balls into a waste basket.

What You Need:

- 10 tennis/golf balls
- Waste basket
- Blindfold



Activity Steps:

- 1) Ask a team member to volunteer to stand in the front of the room.
- 2) Blindfold the volunteer.
- 3) Place the basket four feet in front of the volunteer.
- 4) Ask the rest of the team to provide instructions to the blindfolded volunteer on how to make baskets. Instruct the group to yell "Score!" every time the volunteer makes a basket, so they know which of their attempts are successful.
- 5) Explain that the volunteer will have one minute to get as many balls as he or she can into the basket using the directions and feedback given by the other participants.
- 6) After one minute, stop the game and ask the volunteer:
 - Which types of messages were most helpful?
 - What messages did you not receive that would have been helpful?
 - What would you suggest to improve the type of feedback given?
- 7) Instruct the volunteer to put on the blindfold and try again. Repeat steps one through six.
- 8) After one minute, stop and discuss the differences.
 - Ask team members: What did you do differently this time when providing instructions?
 - Ask the volunteer: Do you feel like the change in instructions impacted your performance?