



TEAM BUILDING

What is it, why is it important, what are the benefits and what are some team building ideas for Salon teams?

What is team building?

Team building is the process of creating a team that cohesively works together towards a common goal. They are fun (or serious depending on what you choose) and motivational activities that help people see each other in a different light allowing them to connect in a different setting.

What is it important?

The importance and main purpose of team building is to create a strong team through forming bonds and connections. A close-knit team will ensure productivity and a good work environment.

When everyone is contributing their best, it sets the tone for a positive work culture.

Each team is different and every individual has something unique to contribute. Once you can identify and encourage everyone to reach their individual potential, your team will be able to reach its collective potential as well.

What are the benefits?

The benefits of team building include increased communication, planning skills, employee motivation, and employee collaboration.

One of the most powerful reasons for team building is to get results. Through a series of planned team building events that are fun and motivational, teams build skills like communication, planning, problem-solving, and conflict resolution. These team building activity ideas help to facilitate long-term team building through fostering genuine connections, deeper discussions, and processing.

Here are some more detailed reasons to start team building, motivate your team members and bring them closer together:

1. **Networking, socialising, and getting to know each other better**
Socialising and making friends in the workplace is one of the best ways to increase productivity
2. **Teamwork and boosting team performance**
Team building activities work to improve workplace projects that involve teamwork because it helps the teams understand each other better. After completing team building activities together, employees better understand each other's strengths, weaknesses, and interests.
3. **Celebration, team spirit, fun, and motivation**
After any sports team wins a major championship, they celebrate and have fun, which motivates them to want to win even more. This extreme example shows that the celebration, cheering, and fun that comes with every team building event can motivate employees to bring their job to the next level!
4. **Collaboration and the fostering of innovation and creativity**
People tend to have a larger imagination when they are around people they are comfortable with. Successful team building events not only bring people closer together, but they also contribute to a more successful and creative workplace



5. **Communication and working better together**
Communication and working better together is the top reason why people choose team building. Everybody wants a friendly work environment, where people are comfortable and happy to talk to and work with anyone.

One of the best outcomes for team building is that the activities actually work to improve communication.
6. **Enhance company culture**
Company culture can be explained as the values, norms, goals, and attitudes that exist within your Salon. Simply put, it defines the environment you work in and makes up the personality of the company. According to employment websites, job seekers highly value a company's culture and 46% of those who considered a job, but did not apply to it. They said they ultimately chose not to because they didn't feel it would be a good culture fit
7. **Create something to look forward to**
Whether it is once a week or every few months, scheduling team building activities will give your staff something to look forward to. Have your employees get excited about non-work-related events during the workweek, not just on the weekend.
8. **Show employees appreciation**
Team building events let employees feel appreciated for their hard work. Many times, great work can accidentally be swept under the rug due to a sea of other things going on. Prioritizing these events shows employees you care about them and appreciate their efforts by rewarding them with a fun activity the team can enjoy together
9. **Unlock leadership potential**
In a more relaxed and creative environment, you may find employees have hidden skills that haven't been discovered. You may discover that the quiet new employee is incredible at inspiring their peers and with the right mentor, development opportunities, and encouragement could be your Salon's next rising leader.
10. **Improve employee engagement and morale**
Committing to regularly scheduled team building events can build comradery, make employees more excited to come into work, more enthusiastic about their work, and more comfortable approaching each other.

Team building activities give employees something common to talk about other than work. They can break down communication barriers and help teams work more efficiently. Most importantly, employees are able to take the skills that they learn from these events and apply them to their everyday tasks, such as creativity, thinking strategically, adapting quickly, and working collaboratively with their peers.



TEAM-BUILDING ACTIVITIES FOR INSIDE THE SALON OR WITHOUT A LOT OF TIME AND FINANCIAL INVESTMENT

These activities are short, easy to run in salon and require very little financial investment. They are all about communication, problem-solving and having a bit of fun.

***Players: this is the ideal number but can be done with smaller or larger groups*

Human Knot

Human Knot is a great game for encouraging your employees to work together to solve a problem. The game requires good leadership and cooperation to solve the puzzle.

Great for: Problem-solving, communication

Duration: 5-10 Minutes

Players: 6+ (even number required)

How to play Human Knot

To play Human Knot, players must stand in a circle facing inwards. Then, each player must reach out their right hand and join hands with somebody opposite them (players should not join hands with anybody to their immediate right or left). Finally, do the same with the left hand, joining hands with a new partner.

The aim of the game is to unravel the knot, without releasing each other's hands, so that the players finish standing in a perfect circle with their hands joined. To achieve this, players will need to turn, twist, and pass through each other's hands, all the while maintaining good communication.

Blind Retriever

Blind Retriever is a great game for improving communication within small teams that will have everybody laughing in no time.

Great for: Having fun, strengthening communication and listening skills

Duration: 5-10 Minutes

Players: 4+

You'll need: A random object, at least 2 blindfolds

How to play Blind Retriever

To play Blind Retriever, separate the players into teams and have them stand together behind a start line. Then, one member from each team must put on a blindfold while somebody places a random object somewhere in the room. Use something that's soft and doesn't have any sharp edges.

After hearing "Go!" The teams must guide their blindfolded teammate to the random object before the opposition gets there first. The players giving instructions may not pass the start line and can only give commands verbally. The first team to get their hands on the random object wins.

Perfect Square

Perfect Square encourages employees to either lead or cooperate with their peers, using verbal communication to turn a length of string into a perfect square while blindfolded.

Great for: Leadership, communication, listening skills, problem-solving

Duration: 10-20 Minutes

Players: 4-10

You'll need: Blindfolds, a long piece of rope with the ends tied together





How to play Perfect Square

To play Perfect Square, blindfold each player and have them form a circle facing inwards, holding the piece of rope in their hands. Once the circle has been formed, the players can lay the rope on the ground and take a couple of steps back.

Now the game begins. The players must attempt to move the rope so that it forms a perfect square on the ground. To do this, the players should assign a leader who will guide their peers using only his/her voice.

Two Truths, One Lie

Two Truths, One Lie, is a fun game that gives your team the chance to get to know interesting things about their colleagues. The game encourages your employees to bolster their public speaking skills in a laid-back environment.

Great for: Building relationships, public speaking, communication

Duration: 10-20

Players: 2+

How to play Two Truths, One Lie

To play Two Truths, One Lie, players sit together in a circle on the floor or at a desk. Then, going around the circle players take turns telling three interesting facts about themselves.

The catch? One of these statements is an outright lie. It's the job of the listeners to try and guess which of the three statements is the lie. This game will test how well your employees really know one another.

Egg Drop

Egg Drop is a fun and competitive game that demands effective teamwork and creative ideas to succeed. Whose egg will survive? It's time to find out...

Great for: Creative thinking, teamwork, communication

Duration: 30 Minutes

Players: 6+

You'll need: Raw eggs (one per team), cardboard, duct tape, lots of straws, some way of enabling a high drop, a cloth for cleaning up the mess

How to play Egg Drop

To play Egg Drop, divide your players into equal teams and hand the following materials to each.

A raw egg

A piece of cardboard

1 meter of duct tape

40 plastic (bendy) straws

Then set a time limit, say, 15 minutes. In this time, the teams must work together, using their resources in any way possible to protect their raw egg from the high drop.

Once the time limit has elapsed, collect the eggs from each and bring them to the high drop. Then, one at a time, drop the eggs.

The winning team is the one whose egg does not break after hitting the floor. If multiple teams have successfully protected their egg, the team to use the fewest straws wins.



Salon Debates

Understanding how to handle disagreements and differences in opinion is fundamental to a functional Salon environment. Salon debates are a great way to improve your employee's communication and public speaking skills.

Great for: Communication, public speaking, creative thinking

Duration: 20 Minutes

Players: 4+

You'll need: A way for speakers to deliver their presentations (whiteboard or projector)

How to set up an Salon debate

To set up an Salon debate, gather your employees into a room suitable for giving presentations, such as a boardroom. Then, select two players to go head-to-head in a debate.

The topic can be work-related or something silly, it depends on what you're hoping to achieve from the activity. One player must argue for the topic while the other must argue against it. By way of voting, the audience will then determine who they consider the winner.

Team Lunch

An extremely passive and simple team-building exercise, team lunches are easy to pull off and always succeed in building strong interpersonal relationships.

Great for: Building relationships, communication, team morale

Duration: 1-2 hours

Players: 4+

You'll need: A great place for lunch!

How to organise a team lunch

Pulling off a team lunch is simple and probably doesn't require much explanation. Team lunches are a fantastic and cost-effective way of strengthening relationships and boosting team morale. Everybody loves food, especially when it's covered by the company!

Spectrum Mapping

Spectrum Mapping is a great game that can reveal interesting opinions on a range of topics. The game encourages players to express their opinions and consider alternative thought processes.

Great for: Creative thinking, public speaking, idea generation

Duration: 20 minutes

Players: 4+

You'll need: Sticky notes, a whiteboard

How to play Spectrum Mapping

To play Spectrum Mapping, start by identifying some topics for which you would like ideas and insights from your employees. Then, ask your team to write down their thoughts, opinions, and ideas on each of the topics.

Once everybody has written their ideas, work together as a group to organise them on the board. To do this, place similar ideas to the left of the topic, and more outside-the-box ideas to the right.

Keep doing this until you have covered all topics. The most popular ideas should be on the left and the least popular ideas on the right.



Pair Up

Pair Up is a fun group activity that encourages employees to ask questions to guess the name that's written on their back. This game is a good way to build up energy at the beginning of your team building event and break the ice.

Great for: Communication, problem-solving, creative thinking

Duration: 20 minutes

Players: 6+

You'll need: Sticky notes, a pen

How to play Pair Up

To play Pair Up, start by writing down several 'famous pairs' on individual sticky notes. The pairs could be anything from salt and pepper, to king and queen.

Once you've come up with your famous pairs, stick them to the backs of each player. Set a time limit, maybe 20 minutes, then ask the players to start asking questions to each other to identify the name of the person/thing that's written on their back.

Once they know who they are, it's their task to find their 'matching' pair, for example, 'salt' must pair up with 'pepper.' The first pair to find their correct match is the winner.

Stop-Walk

Stop-Walk is a good game for energising your team at the beginning of a team-building event. The game is a variation of the classic game Simon Says and requires strong listening skills and quick thinking to win.

Great for: Listening skills, energisation

Duration: 10 minutes

Players: 4+

How to play

To play Stop-Walk, scatter your team evenly throughout the room and designate one leader who will be shouting out commands.

To start the game, introduce the first two actions: walk and stop. When the leader says "walk," the players must start walking aimlessly around the room. When the leader calls "stop," the players must stop where they are.

After practising this a few times, the leader will reverse the meaning of the two words. Therefore, "stop" now means "walk" and "walk" means "stop." When somebody performs the wrong action, they are eliminated from the game. This is a very basic version of this game, but the leader can make the game more difficult by adding more actions such as clap, jump, sit, and dance. The meaning of these words can then be reversed.

The "Healthy Together" challenge

Looking to improve on team camaraderie? The "Healthy Together" challenge is a fun way of encouraging your team to strive towards a shared goal.

Great for: Company culture, wellness

Duration: Ongoing

Players: 6+

You'll need: A spreadsheet for tracking goal commitments



How to play the “Healthy Together” challenge

To play the “Healthy Together” challenge, your team must agree on and commit to a shared challenge. This could be anything from healthy eating to daily exercise but the idea is to unify your workforce towards a specific goal. Once your employees have agreed on a specific goal, make a calendar spreadsheet with all the names of the participants. When an employee completes the daily challenge they can put a “tick”, when they fail they should put a “cross”. The person(s) with the most “ticks” next to their name is the winner and is awarded a prize.

Five-Minute Book Talks

Encouraging your team to take up regular reading is an effective way of improving your employee’s skill sets. Furthermore, introducing five-minute book talks encourages your employees to share their opinions on a range of topics.

Great for: Skill development, public speaking

Duration: 5 minutes/person

Players: 4+

How to organise Five-Minute Book Talks

For 5-minute book talks to work effectively, participants must first choose the same book read and establish a deadline. Once the readers reach the deadline, participants will gather in a group call and take turns to discuss what they thought about the book.

5-minute book talks enable employees to share their opinions even when others might disagree which helps to build confidence.

The Communication Game

The communication game is a spin-off from the famous game “Telephone” in which players must attempt to transmit a message—made up of a series of physical movements—from one end of the line to the other.

The game tests employees observation and communication skills while encouraging shy players out of their shells.

Great for: Communication, breaking the ice

Duration: 10 minutes

Players: 8+

How to play The Communication Game

To play The Communication Game, organise the players into a line about arms-length apart, facing the same direction.

The first player must come up with a short mime routine consisting of two to three actions. They will then tap on the shoulder of the person in front of them (who will then turn to face them) and perform their sequence of movements.

The second player should watch carefully as they must then perform the same sequence to the person in front of them. There should be no talking or other forms of communicating during the game.

This process repeats until the last person in the line has seen and repeated the sequence of gestures. If the last sequence matches the starting sequence, the team has succeeded.



Shout Outs

Shouts Outs is a simple game designed to boost morale and encourage employees to acknowledge the achievements of others and themselves. The game can be incorporated into the working day and therefore doesn't interrupt productivity.

Great for: Appreciation, boosting morale, public speaking

Duration: 2-3 minutes

Players: 1

How to play Shout Outs

To play Shout Outs, one person per day will get the chance to call out a recent achievement of themselves and an achievement of a colleague in the room. This fast-past game is an effortless way of boosting positivity and appreciation in the Salon.

Paper Chains

Paper Chains is a simple game that can be played by small and large groups. The game highlights the importance of communication and asks employees to work together to solve a problem.

Great for: Communication skills, problem-solving

Duration: 5-10 minutes

Players: 6+

You'll need: Sheets of paper, sticky tape, scissors

How to play Paper Chains

To play Paper Chains, divide your players into equal-sized groups and ask them to allocate a leader. Once a leader has been chosen, ask them to leave the room, where you will then explain the rules of the game in private.

The rules of the game: The aim of the game is to make the longest paper chain possible using the resources provided. Players may use ONLY their dominant hand and no talking is allowed once the timer starts.

Once the rules have been explained, the leaders can re-enter the room where they now have 30 seconds to explain the rules to their team. After the 30 seconds has elapsed, the teams have three minutes to complete the challenge. The team with the longest paper chain at the end of the three minutes wins.

Blind Drawing

Blind Drawing is a simple game that can be played with as little as 2 players. The game tests players abilities to communicate, listen and innovate, based upon the instructions they're given.

Great for: Teamwork, listening skills, communication skills

Duration: 2-3 minutes

Players: 2+

You'll need: Pen, paper, a reference image

How to play Blind Drawing

To play Blind Drawing, ask the players to form pairs and have them sit down back to back. One player is given an image and the other is the pen and paper.



The person with the image tries to describe the image in front of them so that the other player can draw it, based only on the instructions they're given. After a few minutes, ask the players to stop and encourage them to analyse their communication during the task.

Salon FM

Salon FM is all about sharing and listening to music and it's great for boosting morale and encouraging employees to collaborate on a fun project.

Great for: Collaboration, boosting morale

Duration: N/A

Players: 2+

You'll need: Access to a music streaming service

How to play Salon FM

To play Salon FM, invite team members to collaborate on a shared playlist on your chosen music streaming service. For example, you can suggest a different theme every week and ask each person to contribute two songs each.

Minefield

Minefield is a fantastic game for energising the room and testing your employee's communication and listening skills. The rules are simple, you just need to find a large open space in your Salon.

Great for: Listening skills, communication skills, energisation

Duration: 10 minutes

Players: 6+

You'll need: Soft objects (balloons, cups, soft toys, etc.), a large open space

How to play Minefield

To play minefield, scatter your soft objects randomly on the floor then separate your players into teams and ask one of them to put on a blindfold.

When the game starts, the other players must stay behind the starting line and call out verbal instructions to their blindfolded teammate. Whichever team's blindfolded player reaches the finish line first without touching any of the objects wins. If all blindfolded players touch an object then the one who has travelled the furthest wins.

Memory Wall

Memory Wall is a great way of injecting some good vibes and positivity into your Salon space. The game encourages players to remember happy memories and show appreciation for their colleagues.

Great for: Boosting morale, building positivity, showing appreciation

Duration: 10-20 minutes

Players: 6+

You'll need: Paper and pens, sticky tape, a space on the wall

How to play Memory Wall

To play Memory Wall, gather your team and hand each participant a pen and a piece of paper. Then, give them some time to survey the room and note down any positive memories they have connected with that person. These could be projects they've worked on together, a lunch break they enjoyed, or a shared experience.



When the time is up, hand out new pieces of paper to each person and ask them to team up with the person with whom they share a memory and make a drawing of it together.

Once you have all the memories and drawings, pin them up on the wall to spread some positivity and colour throughout the Salon.

Birthday Line Up

Birthday Line Up is a fun icebreaker to introduce at the beginning of your team building session. The game is simple and doesn't require any props which makes it perfect for the Salon.

Great for: Problem-solving, communication

Duration: 5-10 minutes

Players: 7-10

How to play Birthday Line Up

To play Birthday Line Up, have the players stand in a line side by side. The aim of the game is for players to arrange themselves into the order of earliest birthday to latest birthday (month and day only) before the timer runs out.

Easy right? Well, there's a catch! Players cannot speak but must use hand signals and body movements to communicate their birth date.

TEAM-BUILDING GAMES FOR OUTSIDE THE SALON WHICH WILL REQUIRE LONGER PERIODS OF TIME AND SOME FINANCIAL INVESTMENT FOR SOME EXAMPLES

Encouraging your employees to engage in activities outside the Salon doesn't need to cost an arm and a leg and it's great for improving interpersonal relationships.

Activities outside the Salon often include well-being exercises that aim to boost mental and physical health.

Encouraging employees to interact outside the safety of the Salon can make people uncomfortable, so bear this in mind when selecting your team building activities.

After-work running club

Encourage your employees to form an after-work running club to boost both mental and physical health. Showing your employees that you care about their well-being is a great way of improving your company culture.

Great for: Well-being, company culture

Duration: 20 minutes

Players: 2+

How to organise an after-work running club

To form a successful running club, make sure to set the expectations for the group before starting. Help your employees to understand that the group is open to all ages and fitness levels and is designed to be fun!

Starting small is the best way to encourage hesitant newcomers to join up. In the beginning, plan your runs to last no longer than 15-20 minutes.



Employee Beach Day

Some companies are lucky enough to be located close to white sandy beaches but don't worry if yours isn't, you can still play these beach-themed games at your local park, river or recreation field.

Great for: Well-being, company culture, boosting morale, teamwork

Duration: 3-4 hours

Players: 8+

You'll need: Equipment for beach games, e.g. volleyball court and ball, rope for tug of war, etc.

How to organise an employee beach day

To make your beach team-building day a success, make sure to keep your employees engaged with various games and activities, after all, your employees won't learn much from topping up their suntan.

Some games that are perfect for the beach include beach volleyball, beach tennis, sandcastle building competitions, and tug of war. These are just some examples, but you can find many more online or invent your own!

Treetop adventure

Not for the faint-hearted, treetop adventures will test your nerve as you traverse wobbly rope bridges and zip wire through the forest canopy. Experiences like these can boost your employee's confidence levels as they try new things and push their limits. More confident employees will also learn the importance of being supportive and encouraging towards their colleagues.

Great for: Well-being, pushing boundaries, self-confidence

Duration: 1-2 hours

Players: 6+

You'll need: Access to a local treetop adventure park

How to organise a treetop adventure

Search for a high rope adventure course in your area and enquire about booking the course for a group.

Culinary experience

Teaching your employees new skills is a sure-fire way of showing them that you value their services. Cookery classes are a good option because they are usually cost-effective and easy to find in your local area.

Great for: Well-being, skill development, company culture

Duration: 1-2 hours

Players: 6+

You'll need: Access to a local cookery class

How to organise a culinary experience

Suggest the idea to your employees and ask them to vote for the type of cookery class they would like to attend. It could be Asian, Italian, Middle-Eastern—you name it! The important thing is that your team come together to learn something new.



Bubble football

Looking for a team-building that's light-hearted and competitive? Bubble football is a hilarious way of getting your employees out of the Salon and competing against one another in a safe environment.

Great for: Well-being, competitiveness, boosting morale

Duration: 1 hour

Players: 6+

You'll need: Access to a bubble football facility

How to play bubble football

Locate and contact a centre near you offering bubble football as an activity.

Lunchtime picnic

Looking for something a little more mellow? Lunchtime picnics are a great way of incorporating regular team-building into your employee's schedules.

Great for: Well-being, building relationships, company culture

Duration: 30 minutes - 1 hour

Players: 4+

You'll need: Lunch and access to a local park or green area

How to organise a lunchtime picnic

Instead of the standard lunchbox in the backroom, encourage your employees to head out into nature and enjoy a picnic outdoors. You can facilitate this team-building activity by providing a picnic table and chairs or some blankets.

Water gun fight

Get out of the Salon and grant your employees the perfect opportunity to blow off some steam with a high-energy water gun fight.

Great for: Destressing, energisation, teamwork

Duration: 30 minutes

Players: 8+

You'll need: Access to a local park, various water guns (at least one per person)

How to organise a water gun fight

The day before the water gun fight, remember to ask everybody to bring with them a spare pair of clothes they can put on after the fight—they're about to get very wet!

With your team, head over to a large park or recreation field and split your group into two teams. If you have them, you can give each team coloured bibs or ribbons to wear to help identify who is on which team.

Place your water guns randomly over a small area then have your teams stand together at equal distances from the water guns. At the sound of the whistle, both teams will run to retrieve a gun for themselves and start firing at the opposing team.

The game doesn't need to have any rules, but you can incorporate more if you wish, only make sure no innocent bystanders are at risk of getting soaked!



Random Acts of Kindness

Random Acts of Kindness is a great way of strengthening your team while giving back to the community. Engaging in charitable activities is an effective way of boosting morale and improving company culture.

Great for: Teamwork, morale, company culture

Duration: 1 hour

Players: 8+

You'll need: One smartphone per team with the Random Acts of Kindness mobile app installed

How to play Random Acts of Kindness

This game challenges teams to complete as many random acts of kindness as they can before the time runs out. The mobile app presents the teams with challenges to complete like helping somebody pack their shopping at the grocery store or helping somebody to carry heavy items.

Ziplining

Ziplining is a great activity that gets your team out of the Salon and challenges them to face their fears. Activities like this are great for team building as they encourage employees to support their peers which develop a greater sense of camaraderie.

Great for: Confidence, team bonding

Duration: 1 hour

Players: N/A

You'll need: Access to a local ziplining location

How to organise a ziplining experience

Check your local ziplining listings to book a session for your team.

Organise a team-building retreat

Planning a team-building retreat for your employees is the ultimate way to show them that you value their contribution. A team-building retreat gets your employees out of the Salon and divides their standard routine—great for improving engagement, morale, and productivity.

Great for: Engagement, morale, productivity, company culture, resolving tensions, communication

Duration: A few days to a week

Players: The whole team

How to organise a team-building retreat

To organise a successful team-building retreat there's a lot to consider. What dates will you choose? What forms of transport will your employees take to arrive at the location? What type of accommodation is required? The list goes on. Contact aspva@delorenzo.com.au for a full list of things to consider