

Team Building Initiative:

Are You the Leader?

Goals:

Self-Evaluation
Humility
Following

Ground Rules:

1. Everybody stand up, form a circle and face the other members of your team.
2. As you participate in this team initiative, reflect on this question, “*Am I the leader of this team?*”
3. Neither answer is right or wrong in this initiative. The “right” response is whatever is “right for you.”
4. Sit down *if and when* you know that you are one of the followers and not the leader of your team.
5. The question is not, “*Do you want to be the leader?*” The question is, “Are you the leader of this team?”
6. No talking during this initiative. The only people you should look at are the people still standing as the exercise continues.

Group Dynamics:

1. The goal of this exercise is to conduct a self-assessment of personal leadership skills and attributes.
2. Emphasize that it doesn’t matter if they *want* to be the leader. The question is whether or not they *are* the leader given their skills and attributes.
3. This exercise is powerful. It raises issues of pride, self esteem, peer pressure, and image management, among others.

Short Description:

The challenge is to decide whether or not you are the leader of this team.

Equipment:

Space for the team to form a circle

Set-up:

The facilitator should create space for this initiative.

Selling the Initiative:

The team is facing a major crisis. The problem is that no one knows who the leader is. We must determine who the leader is to guide us through the crisis.

Debrief:

1. If applicable, why did you sit down?
2. If applicable, why did you remain standing?
3. What did you learn about yourself?