

## Group Resume

This exercise is inspired by Log PT, a US Navy SEAL training exercise that involves a team of Navy SEALs walking then running with an actual log on their shoulders. The team learns to move together, anticipate each other's actions, and then arrive at their destination. Over time the team's instincts are honed to face challenges together.

**We adapted a team exercise to the modern reality of videoconferencing.** First by learning and sharing what each team member can contribute, a group resume sharpens the team focus on solving a problem together. It also exposes any gaps that the team will need to fill by learning new skills or getting help.

### Outcomes:

- Trust
- Communication (verbal, non-verbal and listening)
- Cooperation
- Goal setting

### EXERCISE

Creating a group resume is a fun way to help team members build better rapport and appreciate each other's qualities and experiences. The Group Resume exercise is a valuable quick team builder. This exercise can be done completely through videoconferencing. Focus this activity on specific subject matter linked to the organization's current challenge.

**What You Need:** Online whiteboard like Google Jamboard or a shared Google doc

**Group Size:** 3-5 people

**Total Time:** 30 minutes

#### Instructions:

Introduce the exercise by telling the group that they represent an array of talent and experiences. Discuss the importance of having diverse personalities and talents in the group and how this benefits everyone. One way to identify these talents and experiences is to create a team resume. Allocate approximately 10-15 minutes to discuss the exercise and create the resume. Get the group to be creative in terms of information they present and the layout of the resume. They should try to include some of the following information:

- Educational background
- Professional experience
- Professional skills and qualification
- Major achievements
- Hobbies, travel, family or anything else

Once all groups have created a resume, let each group in turn present their resume to the larger team. Debrief and review the exercise. Acknowledge the combined resources of the entire team and get them to start thinking about how they can use these skills.

#### Questions for debrief and review:

- What did we learn from this exercise?
- Why was it important to identify the group's skill set?
- How can we use the skills and experiences we have on the project or back in the workplace?
- Are there any noticeable skill gaps? How can we develop these skills or how can we draw on an outside source?
- Is there anything that surprised you? If yes, what was it?
- Did you learn anything about yourself?
- Following on from the exercise are there any goals we can set to help us progress?

\*adapted from Venture Team Building UK <https://www.ventureteambuilding.co.uk/>