

1) DESCRIPTION OF THE TOOL

The purpose of the bidibiBODYbibu activity is to look at the importance of communication and teamwork. It also shows you the importance of certain parts of team and how one role relies on others and not one role is more important than another.

BidibiBODYbibu is an activity mostly known as "the fax". Teams of 6 members have the task of reproducing a complex image with as much details as possible. Each of them has different abilities and limits for the interaction.

2) OBJECTIVES OF THE TOOL

The main objectives are

- Leadership
- Trust-building
- Communication
- Conflict-management skills
- Decision-making

3) CONNECTION OF THE TOOL WITH THE SKILL

The activity is based on a cooperative learning approach. Everyone succeeds when the group succeeds. Participants must fully participate and put forth effort within their group. Each group member has a task/role/responsibility therefore must believe that they are responsible for the achievement of his/her task and that of their group. The activity tackles the social skills that must be exercised in order for successful cooperative learning to occur. Skills include effective communication, interpersonal and group skills:

Positive interdependence among participants is a key element of the activity. All group members must be involved in the group to complete the task. In order for this to occur each member must have a task that they are responsible for which cannot be completed by any other group member.

4) RESOURCE MATERIALS

Setting

You need a large room and 2 other rooms to play the game, the more distance you can have between them, the more the game will be challenging. You need at least 2 groups of 6 participants to make the game work, but the number of groups can be increased by multiples of 6 (18, 24, etc...). It is possible to add observers (see the instructions in handouts) or to double MR/MS YES NO.

Resources

Speakers for music

3 rooms (EYES room, HANDS room & MR/MRS TIME room)

One pencil per team

One eraser (rubbers) per team

Three little tables per team (one in each room)

One ball per team

Some white A4 paper

Some white A3 paper

Alarm timer per team

4 bandages

Paper vest with roles' signs (EYE, HAND, FOOT, MR/MRS YES/NO, MR/MRS TIME) per team (different colours)

Identical pictures, one per team

Detailed rules per team (different colours)

Time bonus sheet per team (different colours)

A set of MR/MRS TIME questions per team (different colours)

A3 paper with MR/MRS TIME possible choices per team (different colours)

Room signs for EYES room, HANDS room & MR/MRS TIME room

5) HOW TO APPLY THE SKILL

Aim

BidibiBODYbibu can be played in 2 or more groups of 6 people. The team need to reproduce the complex image with as much details as possible is the goal of the activity for a team of 6 members. Basically it is an activity used during training sessions about communication within an organisation. Being quite interactive and complex, the results can reveal a lot about interpersonal communication, strategy, team working (especially rules management and task division).

There will be 3 rooms (EYES room, HANDS room & MR TIME room) and 6 different roles inside each group (see roles below). Each role has its own rules to follow.

The task of each group is to reproduce a drawing as precisely as possible. Only one of 6 members will see the picture. Each group has basically 20 minutes, but each team has the possibility to increase its time, obtaining some time-bonus through TIME questions/tasks. Every TIME question/task answer needs to be delivered to the trainer in the HANDS room.

Before starting, the teams have 3 minutes for splitting the different charges/roles inside their group. After this time they have to move to their room to start the game.

The 6 roles are:

EYE : has in its hands the drawing that the HAND has to reproduce (HAND is in another room). It cannot move and it has to stay on its chair. It can talk with everybody.

HAND: has to reproduce a drawing that it cannot see. It is still in its room and it cannot move. It can talk with the VOICE and Mr./Ms. YES/NO **VOICE**: is the person through which the EYE and the HAND communicate. It can talk with everybody but it cannot see because is blind. It can move from one room to another but only with the help of the FOOT.

FOOT: You are accompanying the VOICE. You can see but you cannot communicate with anybody. You can move from one room to another, also without the VOICE.

MR/MS YES-NO : can move and see. It can talk saying only YES or NO and answering only to precise questions from the other members implying a yes or a no.

MR/MS TIME : can move, see and talk with everybody apart from the HAND. It has to gain some extra time for its group, passing some tests given by a trainer.

Time

Min: 60 mins

Max: 120 mins

Debriefing

At the end there is 2 different debriefing sessions

- One a discussion by (colour) team

Questions for discussion by colour:

What happened? How did we work? Which were the most difficult moments during the game? How did we react? Do you think that you experienced any conflict with the other members of your group? How was the communication? How the group used Mr Yes/No

How did you split the different charges in the group? As individuals, did you prefer another role? If yes, why? Did you consider yourself or someone else inadequate in your/his/her role, in which way has it influenced the final result?

How did you feel during the game? And now?

- Other a discussion by roles (Hands, Eyes, Eyes... etc...)

Are you satisfied?

Why did you choose this role?

Did you think it would be like this?

Which role was the most useful one in your team?

What was the most difficult thing?

Comments & Tips

The debriefing questions can be summarised and handed out to everyone

Allow 20 minutes to answer to the debriefing questions as a group

6) WHAT TO LEARN

The method has many advantages of its use:

- teaches cooperation approach
- everyone succeeds when the team succeeds
- arouses interest and commitment of each team member
- participants must fully participate and put an effort into the team
- each team member has a task/role/responsibility and learns the importance of their role in the team
- social skills that must be exercised in order for successful cooperative to occur
- teaches accuracy and diligence
- effective communication
- interpersonal skills
- group skills
- leadership
- decision-making
- trust-building
- conflict-management skills

Positive interdependence among participants is a key element of the activity. All group members must be involved in order for the group to complete the task. In order for this to occur each member must have a task that they are responsible for which cannot be completed by any other group member.