Marshmallow Challenge
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• **Collaboration** allows team members to come together on a common platform and a common goal by brainstorming to provide various solutions
  • Use your strengths to collaborate as a team
  • Strengths are most alive when generatively engaged on a team
• Equal Partaking- Collaboration gives team members equal opportunities to participate and communicate their ideas
• Collaboration is important in team setting
Create an organization – name your organization

• You are the employer and to hire about 7-8 employees to work in your organization

• Each employee needs to write down their top 5 strengths on a paper

• Employer - interview your potential employees
  • Find the right person for your organization
    • Be able to create strengths-based partnerships within the team

• Tip – hire employees from across the leadership domains

• Name your organization

<table>
<thead>
<tr>
<th>Employee</th>
<th>Strength</th>
<th>Domain</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yourself</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee</td>
<td>Strength</td>
<td>Domain</td>
</tr>
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<td>----------</td>
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<tr>
<td>Yourself</td>
<td></td>
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</tr>
</tbody>
</table>
# Domains of Leadership Strength

<table>
<thead>
<tr>
<th>EXECUTING</th>
<th>INFLUENCING</th>
<th>RELATIONSHIP BUILDING</th>
<th>STRATEGIC THINKING</th>
</tr>
</thead>
<tbody>
<tr>
<td>People with dominant Executing themes know how to make things happen.</td>
<td>People with dominant Influencing themes know how to take charge, speak up, and make sure the team is heard.</td>
<td>People with dominant Relationship Building themes have the ability to build strong relationships that can hold a team together and make the team greater than the sum of its parts.</td>
<td>People with dominant Strategic Thinking themes help teams consider what could be. They absorb and analyze information that can inform better decisions.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Achiever</th>
<th>Arranger</th>
<th>Belief</th>
<th>Consistency</th>
<th>Deliberative</th>
<th>Discipline</th>
<th>Focus</th>
<th>Responsibility</th>
<th>Restorative</th>
</tr>
</thead>
<tbody>
<tr>
<td>Activator</td>
<td>Command</td>
<td>Communication</td>
<td>Competition</td>
<td>Maximizer</td>
<td>Self-Assurance</td>
<td>Significance</td>
<td>Woo</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Adaptability</th>
<th>Connectedness</th>
<th>Developer</th>
<th>Empathy</th>
<th>Harmony</th>
<th>Includer</th>
<th>Individualization</th>
<th>Positivity</th>
<th>Relator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Analytical</td>
<td>Context</td>
<td>Futuristic</td>
<td>Ideation</td>
<td>Input</td>
<td>Intellection</td>
<td>Learner</td>
<td>Strategic</td>
<td></td>
</tr>
</tbody>
</table>
Employer interview your employees

• Employees - use this as an opportunity to introduce your 60 second strength conversations, which are brief discussions about one of your themes with an employer
  • learning how to communicate your strengths using behavior-based examples
• Employer - giving space to hear the strengths of others, described in their own language
• Participants are then able to begin understanding how they can create strengths-based partnerships within the team. This can also be applied to personal potential and “right fit” leadership opportunities.
Marshmallow activity

• http://www.leadershipvisionconsulting.com/3-strengthsfinder-activities-teams/

• To become more aware of the individual strengths of your team members, as well as the collective strengths of their team.

• The benefits of doing an experiential team activity
  • Have a deeper understanding of how everyone strengths play out in a team setting
StrengthsFinder Activities for Teams - Marshmallow activity

- http://www.leadershipvisionconsulting.com/3-strengthsfinder-activities-teams/

  - The objective of this is activity is for groups to see who can build the tallest, freestanding structure out of spaghetti, string and tape.
  - One huge requirement... a large marshmallow must be placed on top!
Each team needs to have

**Materials you need to set this up**
- 20 pieces of uncooked spaghetti noodles per team
- 1 yard of kite string per team
- 1 yard of masking tape per team
- 1 large marshmallow

**Instructions**
- Teams have 20 minutes to build the tallest *freestanding* structure using only the items listed.
- *The marshmallow must be on top!*
  - You are not allowed to skewer or alter the marshmallow in any way
- Set timer for 20 minutes.
- Start timer – Go!
  - [https://www.online-stopwatch.com/countdown-timer/](https://www.online-stopwatch.com/countdown-timer/)
- Measure towers at the end
- Declare a winner!
  - Get 2 more points
Questions – submit to ReggieNet

• Name all the people in your group and your organization. (1 point)
• What did you notice? (2 points)
• Who stood out? Why? (3 points)
• Who seemed to be taking charge? How? (3 points)
• Could you see any of your strengths at work? How? (3 points)
• Picture with Marshmallow tower with all the people in your group (2 points)