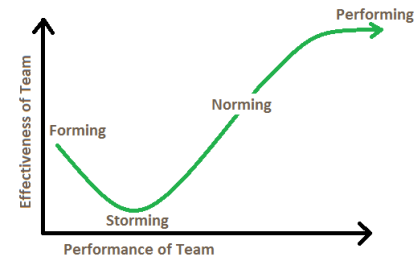


Title: Relations Station

Description: It can be difficult for a team of individuals to work together in high stress situations. A team must be able to communicate and stay together to accomplish a task effectively. Each team will use a tarp to work together to clear the ball over the net. The team that has the most points by the end of the timer wins.

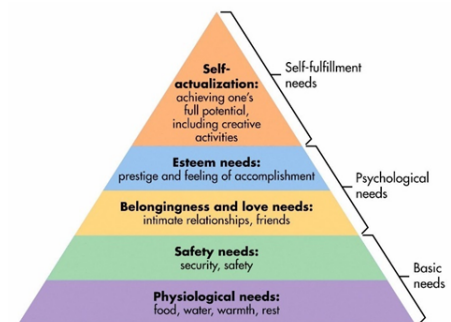
Station Background (For Trainer Reference):

Each team goes through the 4 stages of team development, in this station we connect the individual (through the ALP) with the group (4 stages). Depending on whether this is the team's first or last station they may exhibit different stages of team development. The four stages of team development are:



1. **Forming:** Team members get to know each other and establish initial ground rules.
2. **Storming:** Members begin to address conflicts and differences, often challenging each other.
3. **Norming:** The team starts to establish a cohesive structure and norms, working more effectively together.
4. **Performing:** The team reaches optimal performance, functioning efficiently towards common goals.

The ALP utilizes Maslow's concept of self-actualization to measure the intensity of other needs. These needs are what affects a person's reactivity to different situations. As leaders get closer to self-actualization they become more satisfied, at peace, and effective. They are not stuck at a certain level, but can change our environments to achieve self-actualization (**Resilience**). When these needs are not provided for our leadership shadow comes out, and we are more likely to engage in negative, "shadow" behaviors.



Our motive needs are split into three groups: Achievement, Affiliation, and Asserters. Achievement has the primary leadership style of achiever with the shadow as the fear of failure. Affiliation has the leadership style of affirmer with the shadow as the

fear of rejection. Finally, power has the leadership style of asserter with the shadow as the fear of betrayal.

Achievers have a high need for achievement, are driven for success, improvement, and accomplishment. They are concerned with expertise and competence. They are mostly characterized by being detail oriented, focused, and very well organized. They are efficient, rule and process-oriented, and prefer consistence and predictability. The shadow style for Achievers is the fear of Failure. In their shadow style they become a micromanager.

Affirmers have a high need for affiliation. They are characterized by being warm and friendly. They focus on interpersonal relationships and harmony rather than the outcome. They are concerned with their connection and acceptance by others. The shadow style for Affirmers is the fear of Rejection. Their shadow they become overly accommodating, avoiding confrontation, and allow others to take advantage.

Asserters have a high need for power. They are characterized by being candid, decisive, and courageous risk-takers. They like to challenge the status quo and drive results. They like control and are slow to trust others. The shadow style for Asserters is the fear of Betrayal. In their shadow they become controlling, autocratic, condescending, and become manipulative of others to get their way.

These “shadow” behaviors may be seen in the activity, their environment may change, their team may be losing or they may be hot and tired. This may have some shadow behaviors to become more apparent. This directly affects what stage they are in team development, they may move backwards or forwards to another stage based on their actions.

The Relations station connects directly with other leadership concepts. Leaders must understand their own values and those of their team members to form effective groups with a shared purpose. This understanding helps motivate and position team members appropriately.

Resilience, the ability to withstand challenges, is vital for fostering relationships and team development. Leaders must tackle challenges and guide teams through various stages of development to ensure progress and success. This is how we can move up and down Maslow's Pyramid and by being resilient they can build better bonds and be more effective leaders, which will result in a performing team.

Activity Title: Tarp Volleyball (7-8 Minutes)**Activity Materials:**

1. Outdoor Volleyball Set
2. Scissors
3. 16 x 16 Tarps (Cut in half)
4. Giant Inflatable Beach Ball

Set Up Instructions:

1. Cut each tarp in half
2. Set Up Volleyball Nets from instructions included with them
3. Inflate Beach Ball

Activity Instructions:**Game Rules**

1. If the ball touches the ground, the team on the opposite side of the net gets a point.
2. Only the tarp can be used to touch the ball
3. The ball must be passed over the volleyball net
4. Whoever has more points by the end of the timer wins

Reflection/Debrief:

1. How do you feel your team did?
 - a. What are some of the challenges you faced?
 - b. What are some of the challenges your team faced?
2. Did you notice your team going through different stages of team development?
 - a. Did something cause this shift in dynamic? Maybe overcoming a challenge?
 - b. Did you see your “shadow” behaviors come out as challenges were faced?
3. What does resilience mean to you?
 - a. Did your team demonstrate resilience? Why or why not?
4. What stage of team development is your team currently in and why?
 - a. What about your local lodge or chapter?

*Debrief Note: With this activity being short term fun there isn't a lot of investment so it is unlikely to see their leadership shadow come out, but we need to emphasize how its easy to be a leader when things are good. When things get tough, that is when the shadow appears and we need to step into our resilient mindset. Resilience is getting up again. One more time every time.