

"Behind Your Back" Team-Building Exercise

- 1) Divide into groups of 3 or 4, depending on total group size.
- 2) One person in each group turns around so that his/her back is to the other group members. For a set amount of time (e.g., one minute), the other members take turns saying positive things about that person, such as their character strengths, how they uniquely contribute to the workplace environment, etc.
- 3) When the facilitator indicates that time is up, this process is repeated for the next member of the group, and so on, until each member gets a chance to hear their colleagues talking (positively) about them behind their back!

