

GUESS WHO?

STRATEGY SNAPSHOT

"Guess Who" is an engaging and light-hearted workplace strategy crafted for leaders who wish to provide their teams with quick and enjoyable "brain breaks" while simultaneously fostering stronger connections among colleagues. This strategy revolves around the fun concept of guessing games, using obscure, interesting facts about team members as the focal point.

STEPS FOR IMPLEMENTATION

STEP 1

Begin by introducing the "Guess Who" strategy to your team. Explain the purpose – to provide enjoyable brain breaks and foster stronger connections within the team.

STEP 2

Request each team member to submit an obscure, interesting fact about themselves that others may not know. Emphasize that it should be fun and appropriate for the workplace.

STEP 3

Send out the first email with one of the collected facts. Include instructions in the email for team members to reply with their guesses and encourage them to explain why they think it's that particular person.

STEP 4

Ask the team member who the fact is about to also send a fake guess. This prevents the process of elimination and keeps the game fair and fun.

STEP 5

Set a deadline for when guesses need to be submitted. After the deadline, compile the guesses and share them with the team. This can be done via email or during a team meeting, depending on what works best for your team.

STEP 6

Reveal the identity of the person the fact is about and invite them to share a little more about their fact.

STEP 7

Regularly encourage team members to participate and enjoy the fun. Highlight standout guesses or funny rationales in subsequent emails to maintain enthusiasm.

STEP 8

Periodically check in with the team to gauge their enjoyment of the game and solicit suggestions for improvement.

STRATEGY IN ACTION

In the heart of Jubilee Leadership Academy, where the challenge of working with struggling teens was a daily reality, Leann, the Director of Student Services, was always on the lookout for ways to alleviate the stress and pressure her staff faced. She understood that the emotional toll of their roles needed to be balanced with moments of lightness and connection. It was this understanding that led her to introduce a novel strategy: "Guess Who."

Leann started by explaining the concept to her team in Student Services. The idea was simple yet promising – each staff member would share an obscure fact about themselves, and these facts would be sent out in periodic emails. The rest of the team would then guess who each fact was about, with the person in question also joining in with a fake guess to keep everyone on their toes. The goal was to provide a fun, light-hearted break from the daily rigors and to help the team learn more about each other in the process.

The first few rounds of "Guess Who" were met with laughter and curiosity. The team enjoyed the challenge of guessing and loved learning new, quirky things about their colleagues. From discovering hidden talents to sharing unusual hobbies, each revelation brought the team closer. The strategy not only served as a brain break but also sparked conversations and connections that hadn't existed before.

Leann noticed a palpable shift in the team's dynamics. There was a newfound sense of camaraderie and understanding among the staff. Seeing the success within her department, Leann proposed the game to other departments across the campus.

The idea was met with enthusiasm, and soon, "Guess Who" became a campus-wide activity. Each department participated, sending out their own set of facts and guesses. The game fostered a sense of community across the campus, breaking down silos and allowing staff from different departments to connect in a way they hadn't before.

The emails became a highlight of the week. Staff eagerly awaited the next round of facts, and the revelations provided endless fodder for friendly banter and deeper conversations. The game brought much-needed relief and laughter, balancing the often-intense work of supporting the academy's students.

"Guess Who" also allowed staff to see each other in a new light. Beyond their professional roles, they were individuals with unique stories and experiences. This realization fostered empathy and patience, qualities that were crucial in their work with the students.

Leann's initiative had started as a small attempt to lighten the mood in her department but blossomed into a unifying and uplifting tradition for the entire academy. The success of "Guess Who" at Jubilee Leadership Academy underscored the power of simple, thoughtful strategies in creating a positive, supportive workplace, especially in environments that deal with challenging and emotional work.

