

## Helium Stick Facilitators Guide

Materials at your station:

- Clipboards for half of the participants
  - Coaching guides (These should be on the clip boards)
  - Helium Stick
1. Tell participants that we will be running through the exercise twice. Everyone will have a chance to do the helium stick again and everyone will coach.
  2. Ask half of the group to do the helium stick first. The other participants will grab a clipboard and they will stand behind one of the people on the helium stick. The person that they are standing behind will be the person that they coach.
  3. Remind participants what the rules are:
    - Everyone's index fingers MUST remain in contact with the stick at all times.
    - The stick must rest on top of their fingers at all times (no grabbing, finger curling, etc.)
    - The stick needs to remain even throughout the exercise
  4. Tell the people that will be coaching the exercise that they should look at the behaviors of the whole team and not just their partner.
  5. Once the group completed the helium stick exercise ask people to pair up with their partner for the coaching. Allot 5 minutes for the coaching piece.
  6. Once everyone is done coaching ask the participants to switch roles. Repeat steps 3-5
  7. When everyone has finished we will debrief together as a large group

# Helium Stick - Coaching Guide

## **Part I. Your Observations**

Before the exercise starts did the team do any of the following:

	Yes	No
1. The team made a plan together before they started.	<input type="checkbox"/>	<input type="checkbox"/>
2. Team members introduced themselves before starting the exercise.	<input type="checkbox"/>	<input type="checkbox"/>
3. The team picked a leader.	<input type="checkbox"/>	<input type="checkbox"/>

During the exercise did:

	Yes	No
1. Team members were open to suggestions from others.	<input type="checkbox"/>	<input type="checkbox"/>
2. All team members maintained a positive tone throughout the exercise.	<input type="checkbox"/>	<input type="checkbox"/>
3. Verbal communication among team members was easy to understand (e.g., clearly articulated and spoken at an adequate volume).	<input type="checkbox"/>	<input type="checkbox"/>
4. Team members appeared eager to help one another.	<input type="checkbox"/>	<input type="checkbox"/>
5. Tasks were well coordinated among team members.	<input type="checkbox"/>	<input type="checkbox"/>

## **Part II. Coaching**

Coach your partner using the following script:

- Ask: “How do you think it went?”
- Say aloud: “I would like to spend a few minutes talking about how the team prepared to do the exercise and how the team worked together.”
- Say aloud: “I noticed that before you started the exercise the team did not discuss a plan. I think that planning would have helped. I am curious what you think?”

*Pick one of the following questions to ask your partner based on the teamwork that you observed:*

- “I noticed that the team worked really **well** together. I think that it is really important to have a well-coordinated team. Can you help me understand why it went so well?”
- “I thought that the team **struggled** to work together. I think that it is really important to have a well-coordinated team. I am curious, what do you think happened?”
- Ask: “What do you think your team did well?”
- Ask: “If you had to do this exercise again what should the team have done differently?”
- Summarize for your partner what you learned from them during the coaching session.