

DIGITAL BRIDGES:
CONNECTING GENERATIONS THROUGH TECHNOLOGY PROJECT
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The Mentor's Toolkit: Group Games



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Why Games Are More Than Just Funny Nonsense

Who doesn't know this? In a workshop, it can sometimes take quite a while for participants to relax and loosen up. Or a meeting in which new product ideas are supposed to be generated drags on, and the participants become tired and seem to lose their creativity. What can help in such situations are games. They are a versatile tool that can be adapted to different groups, topics and timeframes.

So why not make use of this fact in your seminars, workshops, meetings or conferences? From icebreakers and team-building activities to concentration and creativity exercises and feedback activities for a successful conclusion, you will find numerous suggestions in this book. It can also be interesting to develop your own variations. There are countless possibilities, and many games are part of the common repertoire of group work, meaning that their original authorship is not always clear.

The Benefits of Play

“A person is only a person when they play.” — Friedrich Schiller

We learn most easily through play. This is how children learn: they observe something, try it out, practise, and eventually master it – whether it is running, building towers or learning other new skills. Unfortunately, our school system is often designed in such a way that learning by doing is gradually reduced after primary school, and we usually learn mainly by listening and memorising. This is a pity.

Learning through play can bring joy, and what we learn with enjoyment is often remembered for longer. This is because the brain connects and stores learning together with emotions.

Games also help people connect with one another. They provide opportunities to share experiences, laugh together and achieve something as a group. All of these are excellent conditions for successful cooperation and a strong sense of group cohesion.

Especially in meetings or workshops within a company or department, this can have far-reaching consequences for everyday working life. Shared playful experiences can improve communication and collaboration. Imagine a football team made up entirely of individual players who only think about themselves – it simply would not work.

What Games Can Achieve

Whether you are leading a seminar, organising a workshop or simply participating in an important meeting, games can help you make the event more engaging and effective. And, of course, you and the other participants can have fun along the way!

Icebreakers at the beginning of a seminar can help participants get to know one another, especially when they have not met before. Activation exercises can bring energy back into the group and are particularly useful after a longer period of listening.

Creativity games can help get a tired brainstorming session moving again. Relaxation exercises are particularly useful after an intensive work phase, for example before introducing a new topic

or taking a longer break. They can also be used in the evening as a gentle way to bring a seminar day to a close.

In general, games are suitable whenever a little variety can be beneficial. So don't be afraid to try them. You might start carefully by introducing one or two simple activation or relaxation exercises.

Even something as simple as dividing participants into groups with the help of gummy bears or other sweets can create a small sense of achievement and make the atmosphere more relaxed. Once participants realise that things can be done differently and that playing can be enjoyable, they are often more willing to take part in other games and exercises.

Possible Resistance

The suggestion of playing a game during a seminar or meeting can sometimes be difficult for participants who generally dislike games or who are shy or inhibited. At first, some people may perceive such activities as childish.

For this reason, participants should never be forced to take part in games or exercises. It is perfectly acceptable for someone to simply observe. In most cases, however, resistance decreases quickly when participants see how much enjoyment the others are having.

Experience has shown that it is often more effective not to spend too much time explaining and asking questions, but rather to start doing things and encourage participation.

The game facilitator needs to assess the group sensitively. Do the participants already know each other, or are they meeting for the first time? What is the situation regarding physical contact? Are there any potential sources of conflict within the group?

The choice of game always depends on the group's level of openness, ease and familiarity. These factors can sometimes be difficult to assess, so it is better to begin with less intimate or personal questions and activities.

The game facilitator needs experience and, above all, confidence in dealing with unexpected situations. This should not be underestimated. Try out all the games beforehand and always be prepared to respond to the current situation and the mood of the group.

Cultural, Social and Age Differences

Some people are familiar with group games from seminars and workshops, while for others, games may be completely new. Not everyone is comfortable presenting themselves in front of a group of strangers, and not everyone finds it easy to solve creative tasks.

Humour and irony also depend on culture, language, social environment and age. An activity that is funny and engaging for one group may not have the same effect on another.

Games for group work, which have a certain tradition in Germany, originated, in the broadest sense, from the group work and encounter movements that developed in the United States. Today, games have become a standard element even in "serious" seminars.

Let's be honest: who wants to sit through a dry and boring PowerPoint presentation?

In principle, games can be suitable for anyone who wants to participate. When working with older people, however, it is important to take reduced mobility and slower reaction times into account. In such cases, simply slow down the pace and adapt the activities to the participants' needs.

Goals and Genres of Games

Warming Up

- Getting to know each other
- Clarifying expectations
- Loosening up
- Icebreakers

Cooperation & Communication

- Group formation
- Team building
- Communication and cooperation

Fun & Relaxation

- Having fun
- Movement
- Nonsense and playfulness
- Music
- Organising breaks
- Motivation outside the formal learning situation

Perception & Sensitisation

- Self-perception and awareness of others
- Group dynamics
- Sensory awareness

Debate & Content

- Introducing and developing topics
- Evaluating ideas
- Voting
- Identifying goals and topics

- Discussing issues

Feedback, Evaluation & Conclusion

- Checking the group's mood
- Gathering feedback between different phases of group work
- Evaluation at the end of a group activity
- Reflection and conclusion at the end of a seminar

As mentioned above, the goals of games can overlap, and a single activity can serve several purposes. Therefore, categorising games is not always precise, and their use can be adapted according to the needs of the group and the situation.

The Games

1. Keychain

Category	Getting to Know Each Other
Duration	Approx. 15 minutes
Participants	Unlimited; best with an even number
Materials	One keychain per participant

Instructions: Participants sit in pairs. The facilitator asks everyone to take out their keychains. Each pair introduces themselves through their keys, for example: “This is my cellar key. Our cellar has three rooms and is ...” or “This is my bicycle key. I bought the bicycle during my last holiday because ...”. Play several rounds, changing partners each time so that as many participants as possible get to know one another.

Notes: Participants should only share information they feel comfortable sharing. Talking about an everyday object such as a key can lower the threshold for personal conversation.

Variation: Use other personal objects instead of keychains.

2. Who Am I?

Category	Getting to Know Each Other
Duration	15–30 minutes
Participants	Any number
Materials	Three A3 sheets: 1) “My name is ... / My thoughts before the seminar were ...”; 2) “Why I am here ... / My expectations of myself, the facilitator and the group ...”; 3) “What makes me special: I am the only one here who ...”

Instructions: Participants sit in a circle without tables. Place the three prepared sheets on the floor at some distance from one another. One participant at a time moves through the three stations. At Sheet 1, they introduce themselves and share their thoughts before the seminar. At Sheet 2, they describe their expectations of themselves, the facilitator and the group. At Sheet 3, they complete the sentence “I am the only one here who ...”. If someone else shares the same characteristic, they can say so. If nobody objects, the participant returns to their seat and the next person takes a turn.

Notes: An interesting alternative to a traditional round of introductions. It is time-limited but still provides useful information about the group. Participants may skip any prompt they do not wish to answer and should avoid sharing sensitive personal information.

3. Viewpoints

Category	Getting to Know Each Other / Group Formation
Duration	1–5 minutes
Participants	Any number
Materials	A little space; clearly defined locations in the room

Instructions: The facilitator assigns different positions in the room to different topics or choices. For example: the window = Topic 1; the back-right corner = Topic 2; the door = Topic 3. Participants move to the position that corresponds to their interest. The group can immediately see which topics attract the most interest and whether some groups would be too small or too large.

Variation: Use it as an opinion poll. Participants can position themselves along an imaginary line between two opposite viewpoints, with intermediate positions representing degrees of agreement.

4. Sort

Category	Getting to Know Each Other / Group Formation
Duration	1–5 minutes
Participants	Any number
Materials	A little space

Instructions: The facilitator announces a characteristic according to which participants must arrange themselves, for example by shoe size, distance travelled, height, or another criterion. Participants then organise themselves accordingly.

Notes: A quick way to mix up a new group.

5. Mike Moonstruck

Category	Getting to Know Each Other
Duration	Approx. 10 minutes per participant
Participants	Any number
Materials	Enough space to form a standing circle

Instructions: Everyone stands in a circle. One participant introduces themselves using an adjective that begins with the same letter as their first name, for example: “I am Jubilant Julian” or “I am Singing Sabine.” They can also add an appropriate gesture or movement. The next person repeats all previous names, adjectives and movements before adding their own.

Notes: The combination of names with words, movements and impressions can improve name recall.

Variation: Play two rounds and change the order between rounds, for example by arranging participants according to registration number.

6. Zipp-Zapp

Category	Getting to Know Each Other
Duration	5–10 minutes
Participants	Any number
Materials	Chairs arranged in a circle

Instructions: Everyone sits in a circle, with one person standing in the middle. The person in the middle points to someone and says “Zipp” or “Zapp”. “Zipp” means the person must say the name of the neighbour on their left; “Zapp” means the name of the neighbour on their right. If “Zipp-Zapp” is called, everyone changes seats. Anyone who gives the wrong name or reacts too slowly moves to the middle.

Notes: Works best after participants have already heard each other’s names.

7. Participant Interview

Category	Getting to Know Each Other
Duration	Approx. 20 minutes of interviews plus evaluation
Participants	Any number; work in pairs
Materials	Writing materials; chairs arranged in a circle

Instructions: Participants form pairs, either freely or as assigned by the facilitator, and move to different areas of the room or building. They interview each other for 10 minutes. Questions can cover names, place of residence, work, age, hobbies, expectations, pets, anecdotes and

experiences. The facilitator may provide key questions such as: “What went through your mind on the way here?”, “What would you do if money were no object?”, “What animal would you like to have been born as?”, “What would you like to be doing in 5–10 years?”, or “What are your expectations of this seminar?”. Participants may take notes. Afterwards, everyone returns to the circle and introduces their partner to the group for about two minutes.

Notes: Remind participants to keep their presentations approximately the same length. Suitable when people know each other’s names but want to get to know one another in more detail. Participants may skip any question they do not wish to answer.

Variation: Use the Lying Portrait activity.

8. Lying Portrait

Category	Getting to Know Each Other
Duration	30–45 minutes
Participants	Any number
Materials	Writing materials, blank posters and marker pens

Instructions: This works like the Participant Interview. During the presentation, however, the interviewer tells the group the four most interesting details they learned about their partner. The facilitator can write or display these details on a poster. One of the four details must be a lie invented by the interviewer. The group then tries to identify which detail is false.

Notes: Works well when participants already know each other’s names and have begun to form impressions of one another.

Variation: Participants can invent the lie themselves or, for a funnier version, attribute an invented statement to their interview partner.

9. Chaos Round

Category	Getting to Know Each Other
Duration	15–20 minutes
Participants	Any number
Materials	Open space

Instructions: Participants walk freely around the room. When the facilitator claps, everyone quickly pairs up and asks their partner questions. When the facilitator claps again, everyone moves on and continues walking until the next signal, when they pair up with someone new. After several rounds, everyone sits in a circle. One by one, participants introduce another person by sharing something they learned about them during the conversations.

Notes: Works well when participants know some names but not yet very well.

10. Fruit Salad

Category	Getting to Know Each Other / Icebreaker
Duration	10–30 minutes; can be extended if desired
Participants	Any number
Materials	A circle of chairs, with one fewer chair than participants. Remove bags and other objects from the floor and make sure everyone's shoelaces are tied.

Instructions: One participant stands in the middle and says, “I like everyone who ...” followed by something that applies to themselves. Use neutral, preference-based examples such as “I like everyone who enjoys travelling,” “I like everyone who likes music,” or “I like everyone who speaks more than one language.” Everyone who matches the statement stands up and looks for a new seat, but not the seat next to them. The person in the middle also tries to find a seat. Whoever is left without a seat becomes the next person in the middle.

Notes: With a group that already knows each other well, more personal statements can be used, but only if participants are comfortable with the level of disclosure.

11. Get-to-Know-You Bingo

Category	Getting to Know Each Other
Duration	15–20 minutes
Participants	Any number
Materials	One “Getting to Know You Bingo” card per participant

Instructions: Give each participant a bingo card and ask everyone to move around the room. Participants try to find people who match the descriptions in the boxes. When they find someone who fits a description, that person signs the corresponding box. Anyone who completes four boxes in a row—vertically, horizontally or diagonally—calls “Bingo!” The activity continues for 10–15 minutes. Afterwards, invite participants to share something interesting they discovered.

Notes: Works well when participants already know each other's names.

12. One-Minute Introduction

Category	Getting to Know Each Other
Duration	Approx. 30 seconds per participant
Participants	Any number
Materials	Chairs arranged in a circle

Instructions: Give each participant up to one minute to introduce themselves. They may share their name and one simple fact, interest or expectation for the event. The facilitator keeps time and invites the next participant when the minute is over.

Notes: A short, focused introduction activity that avoids fire, heat and other unnecessary safety risks. Participants may pass if they do not wish to share personal information.

13. Select an Item

Category	Getting to Know Each Other
Duration	Depends on group size and number of rounds
Participants	Any number
Materials	10–20 varied objects, e.g. a book, stuffed animal, juggling ball, marker, apple, scarf or coffee cup

Instructions: Participants sit in a circle with the objects in the centre. One at a time, each participant chooses an object that they identify with or that reminds them of something personal. They show the object to the group and tell the associated story, then return it to the centre.

Notes: A playful way to get to know one another beyond basic facts. It works particularly well in settings that encourage self-awareness.

Variation: Use photographs or postcards instead of objects. The activity can also be combined with the Participant Interview or used as a personality-feedback exercise in which the group chooses an object for the person in the “hot seat”.

14. Draw Sweets

Category	Group Formation
Duration	2–3 minutes
Participants	Any number
Materials	Different types or colours of sweets, one per participant

Instructions: Before the activity, the facilitator sorts the sweets according to the groups that need to be formed. Each participant takes one sweet. The type or colour of the sweet determines their group. For example, green sweets form Group 1 and red sweets form Group 2.

Notes: Participants should remember their sweet before eating it!

Variation: Allow participants to swap sweets. Anyone who wants to change groups must offer more than one sweet.

15. Oh Yes!

Category	Fun / Icebreaker
Duration	5–10 minutes
Participants	Any number
Materials	None

Instructions: Everyone stands in a circle. One participant begins by saying, “We are all going to ...” and names an action. Everyone responds enthusiastically, “Oh yes! Oh yes!” and performs the action. Examples include making a funny face, patting their own stomach, or kissing their left shoulder. Continue until the facilitator says, “Now we all get back to work.”

Notes: Useful when the group has been working seriously for a long time and needs an opportunity to be playful.

16. The Milk Is Boiling Over!

Category	Fun / Icebreaker
Duration	Maximum 5 minutes
Participants	Two groups
Materials	None

Instructions: Divide the participants into two groups facing each other. One group shouts, “The milk is boiling over!” The other replies, “Then take it off the stove!” The first group repeats, “The milk is boiling over!” and the exchange continues. Both groups gradually become louder until they are almost shouting at each other. The facilitator ends the game.

Notes: Useful when a group is frustrated and needs to release some energy.

Variation: Use other playful call-and-response situations, such as: “You stand up right now!” — “No, I won’t!”

17. Silent Line-Up

Category	Fun / Team Building / Concentration
Duration	5–10 minutes
Participants	Any number
Materials	Open space

Instructions: Ask participants to arrange themselves in a line according to a neutral criterion, such as the first letter of their first name or the number of letters in their first name. During the first round, they must communicate without speaking. Once they believe the line is correct, they check the order together. Repeat with another criterion if desired.

Notes: No physical contact is required. Choose criteria that do not require participants to disclose sensitive personal information.

Variation: Use a time limit or divide a large group into smaller teams.

18. Sound & Motion Orchestra

Category	Fun / Icebreaker / Creativity
Duration	5–10 minutes
Participants	Any number
Materials	None

Instructions: The facilitator begins with a simple repeated sound and movement. One by one, participants add their own sound and movement, creating a collective rhythm. Participants remain in their own personal space and do not need to touch one another. Continue until the whole group forms a playful “orchestra”.

Notes: A safe alternative to activities that require physical contact. Participants may choose a very small movement or simply use a sound if movement is difficult.

Variation: A conductor can gradually make the orchestra louder, quieter, faster or slower.

19. Verbal Robots

Category	Fun / Team Building
Duration	10–15 minutes
Participants	Groups of three
Materials	Open space without obstacles

Instructions: Participants form teams of three. Two people are the robots and the third person is the controller. The controller guides the robots using agreed verbal commands such as “forward”, “stop”, “left” and “right”. The robots walk slowly and remain in their own personal space. The aim is to guide both robots to a designated parking area without touching other people or obstacles.

Notes: No physical contact is required. Keep the playing area clear and adapt the pace for participants with different mobility levels.

Variation: Use a simple route marked on the floor with removable tape.

20. Movement Canon

Category	Fun / Concentration
Duration	10–15 minutes
Participants	At least 12

Materials	A circle without chairs
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Instructions: First, everyone imitates the facilitator's sequence: clap three times, slap the thighs three times, raise the hands three times, and stamp both feet three times. Once the sequence is established, divide the group into two halves. The first group begins with the clapping; when they reach the thigh-slapping part, the second group begins the sequence. For a more difficult version, divide the group into four groups and create a four-part canon.

Notes: Useful for general activation and amusement. Participants may perform the movements seated or replace any movement that is uncomfortable with a simple hand or finger movement.

21. Mirror Walk

Category	Fun / Movement / Concentration
Duration	5–10 minutes
Participants	Any number; work in pairs
Materials	Open space

Instructions: Participants work in pairs and stand facing each other with enough personal space between them. One person is the leader and begins making slow, simple movements. The partner mirrors the movements as accurately as possible. After one minute, switch roles. Repeat with different partners if desired.

Notes: No physical contact is required. Keep movements slow and accessible. Participants can remain seated if necessary.

Variation: Try the activity without identifying a leader, with both partners attempting to move together spontaneously.

22. Taaa-Tung!

Category	Fun / Concentration
Duration	10–15 minutes
Participants	Any number
Materials	One pen or similar light object per participant

Instructions: Everyone sits in a circle, with a pen or other light object in front of them. Establish the rhythm: “Taaa-tung”: pick up the object with the right hand (“Taaa”) and place it in front of the person on the right (“tung”). Then introduce the more difficult pattern “Ta-tung-ta-tung”: pick up the object, place it to the right while keeping hold of it, move the same object back to the left, and then pass it to the right. Repeat the sequence at a comfortable pace. If someone makes a mistake, simply restart the sequence; do not eliminate participants.

Notes: Good for general amusement, especially after a long work phase. The activity can be done seated and should be adapted to participants' mobility and comfort.

23. Tropical Thunderstorm

Category	Fun / Relaxation
Duration	5–10 minutes
Participants	Any number
Materials	Standing circle

Instructions: The facilitator stands in the centre and gradually leads the group through the sounds of a tropical storm. Begin with complete silence. Rub fingertips together to imitate leaves rustling. Rub hands together to create the sound of approaching rain. Snap one finger slowly, then both hands faster, clap rapidly, and finally have one or two people jump or stamp to represent thunder. After the storm reaches its peak, gradually reverse the sequence until the group returns to silence: the sun has come out again!

Notes: Useful for clearing the mind, settling the group after a break, or bringing the group back to a calm state.

24. I Feel Like This Now

Category	Feedback
Duration	Short; depends on group size
Participants	Any number
Materials	Standing circle

Instructions: Going around the circle, each participant completes the sentence, “I feel like this right now,” and expresses their current mood through a movement and a sound.

Notes: A simple way to check the group’s mood. It can work particularly well in the morning or before a work phase. Participants need a certain level of comfort and creativity.

Variation: Ask: “If your mood were an animal, car or another object, what would it be?”

25. Global Rhythm Circle

Category	Fun / Movement / Group Energy
Duration	10–15 minutes
Participants	Any number
Materials	Standing or seated circle

Instructions: The facilitator introduces a simple body-percussion rhythm using claps, finger snaps, taps or foot movements. The group repeats the pattern together. Participants then take turns introducing one additional movement or sound, and the group incorporates it into the rhythm. Gradually build a short collective performance.

Notes: This activity does not claim to represent a particular cultural tradition. Keep movements accessible and offer seated alternatives where needed.

Variation: Invite participants to contribute a rhythm or movement from a cultural tradition only if they wish to share it and can explain its context.

26. Colour and Shape Sort

Category	Fun / Group Formation
Duration	5–10 minutes
Participants	Any number
Materials	Cards, stickers or small objects in different colours and shapes

Instructions: Give each participant one card or object. Ask participants to move around the room and find others whose cards share a particular characteristic, such as colour, shape or symbol. Once groups are formed, change the criterion and repeat.

Notes: This activity avoids removing shoes or requiring physical contact. Choose large, easy-to-handle materials for participants with visual or motor difficulties.

Variation: Use the resulting groups for the next workshop activity.

27. Colour Tag

Category	Fun / Movement / Group Energy
Duration	5–10 minutes
Participants	Any number
Materials	Coloured cards or ribbons; one per participant

Instructions: Give each participant a coloured card or ribbon. Call out a colour or combination of colours. Participants with the matching colour move to a designated area, perform a simple movement, and return. Increase the pace gradually or combine two or three commands.

Notes: No grabbing or touching other participants is required. Avoid using ribbons around the neck or in any way that could create a safety risk.

Variation: Use colours to form temporary teams for the next activity.

28. Pause

Category	Break / Energy Management
Duration	As needed
Participants	Any number

Materials	None
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Instructions: Ask the group whether they need a break. If they do, set a clear time for everyone to return and continue. Even short breaks can significantly improve concentration and reduce frustration. Ventilate the room if appropriate.

Notes: Especially useful when participants are tired, restless, hungry or thirsty. A break at the very beginning of a session is less useful as an energiser.

Variation: Use either a longer coffee/food break or a short break to stretch, breathe and use the toilet.

29. Crack the Code

Category	Fun / Code-Breaking
Duration	15 minutes to several hours
Participants	Any number
Materials	A collection of objects or words; one or two people who know the rule

Instructions: The facilitator acts as a border guard who allows only certain objects or people into a fictional country or room. Participants suggest objects or people, and the “border guard” accepts or rejects them according to a hidden rule. Once someone believes they have discovered the rule, they should test it with further examples rather than announcing the answer immediately. The game continues until everyone has understood the rule.

Notes: Works well as a guessing game with one or two insiders. Keep the rule reasonably simple.

Variation: Examples include: “Journey to Kanikano” (only names without the letters I or O); “Willi” (names containing at least one repeated letter); “News Café” (objects or people whose names are also newspaper or magazine titles); or “Pirate Ship” (names beginning with a letter found in “pirate ship”).

30. Rapunzel

Category	Fun / Code-Breaking
Duration	10–30 minutes
Participants	Any number
Materials	None

Instructions: One participant is Rapunzel and must discover a hidden rule. Someone who knows the rule says: “Rapunzel, Rapunzel, obey me! Don’t go until I say, ‘Go!’” Rapunzel leaves the room. After a short time, she is called back and must shake hands with one participant. The process is repeated until Rapunzel discovers the pattern or loses interest. Then another person becomes Rapunzel.

Notes: The hidden rule is that Rapunzel must shake hands with the first person who speaks after the introductory sentence. The game should therefore only begin after someone has spoken.

31. Association Game

Category	Fun / Icebreaker
Duration	5–15 minutes
Participants	Any number
Materials	Chairs for everyone plus one extra chair; two chairs placed slightly apart as “hot seats”

Instructions: One participant sits in a hot seat and says, “I am ...” followed by a word or concept. Someone takes the empty hot seat and responds with a word associated with the first one. The first participant then returns to the circle, another person takes the seat and gives a new association, and so on. Example: “I am a headache.” — “I am aspirin.” — “I am a medicine cabinet.” — “I am a corn plaster.” — “I am a foot.”

Notes: Good for warming up in the evening or between activities. It requires some creativity.

32. NASA Game

Category	Group Dynamics / Team Building
Duration	1.5–2 hours
Participants	At least 16
Materials	One NASA-game worksheet per participant

Instructions: Participants first work individually for five minutes to rank 15 items according to their importance for surviving after a moon landing. Next, groups of about eight discuss the items for 15 minutes and reach a group decision. Each group then selects two representatives who make a final decision together in plenary; the other participants may observe but do not speak during this phase. Finally, compare the individual, group and plenary rankings with the expert ranking and discuss the different decision-making processes.

Notes: Time pressure is an important part of the activity. The purpose is not simply to obtain the “correct” ranking, but to explore individual decision-making, group decision-making, delegation, consensus, compromise and majority decisions. A thorough evaluation is essential.

33. Shipwreck

Category	Group Dynamics / Team Building
Duration	1.5–2 hours
Participants	At least 16

Materials	One game sheet and worksheet per participant
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Instructions: Participants imagine that they are survivors of a shipwreck and must rank 15 surviving items according to their importance for survival and rescue. They first make an individual ranking, then work in groups, and finally select representatives to reach a plenary decision. Compare the results with the expert ranking and discuss the different decision-making processes.

Notes: The source emphasises the importance of evaluating the process rather than simply finding the “correct” answer. Suitable for a substantial work phase.

34. Two Euros

Category	Group Dynamics / Team Building
Duration	10–20 minutes
Participants	Approx. 12
Materials	A 2-euro coin; anything available in the room may be used as a tool

Instructions: Divide the group into teams of three to five. Each team must determine the weight of a 2-euro coin as quickly and accurately as possible, using only objects available in the room. The first team to obtain the correct weight wins.

Notes: The correct weight of a 2-euro coin is 8.5 grams.

35. Bridge Building

Category	Group Dynamics / Team Building
Duration	5–15 minutes
Participants	Approx. 15
Materials	One pair of scissors, one roll of masking tape, paper and two tables per team

Instructions: Divide participants into teams of three to five. Each team must build a sturdy bridge between two tables using only paper and masking tape. The farther apart the tables are, the more difficult the challenge. When finished, teams test the bridge using a lightweight, non-breakable object such as an empty paper cup or a small piece of paper.

Variation: Use different construction challenges.

36. Open or Closed

Category	Fun / Code-Breaking
Duration	10–30 minutes

Participants	Any number
Materials	One small, soft object, such as a fabric ball

Instructions: Pass a small soft object, such as a fabric ball, around the circle. The person receiving it says either “open” or “closed”. The facilitator uses a simple hidden rule based on the position of the receiver’s hands—for example, “open” when the hands are open and “closed” when the hands are closed. Participants try to discover the pattern and test their ideas without revealing the answer to the group.

Notes: The game illustrates that communication is not always about the most obvious information. Use only lightweight, soft objects and avoid any activity that requires participants to cross their legs, maintain an uncomfortable posture or make physical contact.

Variation: The hidden rule can instead refer to another neutral, visible feature, such as whether a participant’s palms are facing up or down.

37. Secret Mission

Category	Fun / Long-Running Game / Team Building
Duration	Throughout an event; potentially several days
Participants	Any number
Materials	Cards or slips with participants’ names and harmless missions

Instructions: At the beginning of the event, each participant receives a secret mission involving another participant, such as finding out their favourite type of music, inviting them to join a short group activity, or discovering which workshop topic interests them most. When the mission is completed, the participant reports it to the facilitator and receives a new mission. The game can continue throughout the event.

Notes: Participation should be voluntary. Missions must be respectful, non-intrusive and must not require physical contact, deception that could cause distress, or disclosure of personal or sensitive information.

Variation: Use team-based missions so that participants cooperate rather than compete.

38. Circle Escape

Category	Fun / Group Dynamics / Code-Breaking
Duration	Approx. 5 minutes
Participants	At least 5
Materials	Enough space for a circle

Instructions: Ask one participant who does not know the game to step aside briefly. The facilitator explains a simple communication rule to the rest of the group—for example, the

participant may enter the circle only after saying a particular neutral phrase. The participant returns and tries different verbal approaches to discover the rule. The group responds consistently according to the agreed rule, without blocking, surrounding or touching the participant.

Notes: The activity works only once with a group. No physical contact is required, and participants should remain free to step away at any time. The facilitator should stop the activity if anyone feels uncomfortable.

Variation: Use it as an introduction to a session on explicit communication, assumptions and active listening.

39. Gummy Bear Analysis

Category	Group Dynamics / Getting to Know Each Other
Duration	45–60 minutes
Participants	At least 8
Materials	For each small group: a blank poster and marker pens; Playmobil figures, Lego or a wide selection of gummy sweets; glue for gummy sweets if needed

Instructions: Divide participants into groups of two to four. Each group recreates the group's roles and relationships on a poster using figures or gummy sweets. For example, a “chairperson” might sit on a throne while two other figures whisper behind them. Use arrows, lines and names to make relationships clearer. When finished, each small group presents its model to the whole group.

Notes: If several organisations are represented, groups can recreate the structure of their own organisation. Be aware that participants may hesitate to present honest views if a very unpopular person is present.

40. Expectation Poster

Category	Feedback
Duration	10–15 minutes
Participants	Any number
Materials	Prepared poster, two colours of cards, marker pens and glue or masking tape

Instructions: Prepare a poster titled “What do I expect from this seminar?” with two columns: “The seminar will be good if ...” and “The seminar will not be as good if ...”. Give participants cards and pens. Collect the completed cards, shuffle them and attach them to the appropriate

column. If necessary, use the results to adjust the programme. At the end, revisit the expectations and discuss which were met, not met or changed.

Notes: Particularly suitable at the beginning of an event.

41. Flash

Category	Feedback
Duration	Maximum 1 minute per person
Participants	Any number
Materials	None

Instructions: Give each participant up to one minute to make a short statement about how they currently feel, whether they are satisfied with what they have experienced, how the group worked together, or another relevant aspect of the session. Everyone has an opportunity to speak. Statements are not discussed or judged.

Notes: Useful when difficulties become noticeable, at the end of a day, or after completing a particular topic. A “flash” is a standard short feedback method in seminars.

Variation: Collect feedback anonymously using adhesive dots on a flipchart.

42. Evaluation Gallery

Category	Feedback
Duration	15–30 minutes
Participants	Any number
Materials	Several pinboards or walls, prepared posters and many marker pens

Instructions: Prepare posters with questions such as: “What did I like or dislike about the seminar?”; “How did I like the accommodation?”; “How did I experience the group?”; “What has become clearer to me?”; “What is still unclear?”; “A thought that fascinates me”; “A thought I do not agree with”; “What will I take home from this seminar in terms of experience and knowledge?”; “What would I rather leave here?”; and “What else would I like to say?” Participants move around the gallery and write their thoughts on the posters. Afterwards, the gallery is opened for everyone to read.

Notes: Do not look over participants’ shoulders while they are writing if the activity is intended to be anonymous.

Variation: Use cards with two or four questions per poster. The “suitcase” and “trash can” versions are popular.

43. Energy Level Display

Category	Feedback
Duration	Approx. 2 minutes
Participants	Any number
Materials	Standing or seated circle

Instructions: The facilitator defines a point representing maximum energy, for example at waist, chest or head height. The floor represents zero energy. Everyone simultaneously indicates with their hand how much energy they currently have.

Notes: Useful before a longer work phase or when the group appears tired.

44. Day or Seminar Feedback

Category	Feedback / Group Dynamics
Duration	15–20 minutes
Participants	Any number
Materials	Prepared poster and markers or adhesive dots

Instructions: Prepare a poster showing a simple floor plan of a theatre or another familiar place, with locations such as the stage, foyer, seats, wardrobe, telephone booths, toilets, park, technology area, etc. Each participant chooses the place that best represents what they experienced or saw during the day or seminar and marks it. Participants may choose more than one location if appropriate. For anonymous feedback, use adhesive dots instead of names.

Notes: For more precise feedback over time, use different colours for different periods of the day and provide a legend.

Variation: Replace the theatre with another building, a company, a pirate ship or another setting.

45. Hand Feedback

Category	Feedback
Duration	10–15 minutes
Participants	Any number
Materials	A poster showing a hand with a question written next to each finger

Instructions: The five fingers represent five feedback questions. Starting with the thumb, participants respond to each question: Thumb: “Thumbs up for ...”; Index finger: “I would like to point out ...”; Middle finger: “The focus for me was ...”; Ring finger: “My highlight today / at the seminar was ...”; Little finger: “For me, it was too short ...”.

Notes: Suitable as daily or seminar feedback.

Variation: Change the questions to fit the event.

46. Traffic Light Feedback

Category	Feedback
Duration	5–10 minutes
Participants	Any number
Materials	One green, yellow and red card per participant

Instructions: Give each participant one card of each colour. The facilitator makes a statement such as “I learned a lot today.” Participants show a colour to indicate their response: green = I agree; yellow = partly / I am unsure / I do not want to comment; red = I disagree.

Notes: Good for quick daily feedback. On its own, it provides too little qualitative information for a full seminar evaluation.

47. Positive Toast & Reflection

Category	Feedback / Group Dynamics
Duration	5–10 minutes
Participants	Any number
Materials	Optional non-alcoholic drinks

Instructions: Participants sit or stand in a circle. Anyone who wishes to contribute completes one of two sentences: “I appreciate ...” or “I would like to improve ...”. After each contribution, the group can respond with a simple gesture such as a clap, thumbs-up or another agreed signal. The activity can be used to share positive observations and constructive suggestions.

Notes: No alcohol is required. Participants may choose not to speak. Keep feedback respectful and focused on the activity or group process rather than on personal criticism.

Variation: Use “I celebrate ...” and “I would like to see more of ...” for a more positive version.

48. Note on the Back

Category	Feedback / Group Dynamics
Duration	5–10 minutes
Participants	Any number
Materials	One sheet of wrapping paper (approx. A3) per participant, black or blue marker pens and tape

Instructions: Attach a sheet of paper to each participant’s back. Participants write messages for one another on the sheets—only when they have something they genuinely want to say.

Messages should preferably be positive so that everyone leaves with a good feeling. The messages are semi-anonymous: people do not have to sign them, although it may still be possible to guess who wrote a particular message.

Notes: Use non-permanent marker pens so that clothing is not damaged. Suitable at the end of a seminar after the formal evaluation. Messages should be respectful, constructive and non-discriminatory. Participants should not comment on another person's body, appearance, nationality, religion, sexuality, health or other sensitive personal characteristics.

Variation: Use individual cards instead of A3 paper. For a fun version, put celebrity names on participants' backs and let them guess who they are.

49. Freeze and Go

Category	Fun / Activation / Movement
Duration	Approx. 2–3 minutes
Participants	Any number
Materials	None

Instructions: The facilitator introduces a type of movement and everyone imitates it. After a few seconds, a participant calls "Stop!" Everyone freezes. The person who called "Stop!" then introduces a new movement, which everyone follows until someone calls "Stop!" again. Continue for as long as desired.

Variation: Examples include "swimming through space" or "everyone is hiding."

50. Catch

Category	Fun / Activation / Movement
Duration	5–30 minutes
Participants	Any number
Materials	A soft, lightweight ball

Instructions: Participants stand in a circle. One person holds the ball, calls out a command and throws the ball to another participant. The receiver must do the opposite of the command. Examples: "Catch!" means do not catch the ball; "Catch with your right!" means catch with your left hand; "Don't catch!" means catch the ball. The receiver then gives a new command and throws the ball to someone else.

Notes: Commands can be repeated several times to increase the challenge.

51. 1, 2, 3

Category	Fun / Activation / Concentration
Duration	Approx. 1–5 minutes

Participants	At least 3 per group
Materials	None

Instructions: Participants work in pairs and alternately count from one to three. After about 30 seconds, replace the number 2 with a clap. For a more difficult version, replace the number 3 with a foot stamp. Example: 1–2–3 becomes 1–clap–3.

Notes: Useful when concentration is decreasing or participants appear tired.

52. Eye Contact Freeze

Category	Fun / Icebreaker / Concentration
Duration	Approx. 5–10 minutes
Participants	Preferably no more than 15
Materials	None

Instructions: Everyone stands in a circle and looks down. The facilitator counts to three. On “three”, everyone looks up and makes eye contact with another participant. If two people make eye contact, they freeze for three seconds and then relax and look down again. Continue for several rounds.

Notes: The activity focuses on attention, timing and playful eye contact without using violence or death-related language. Participants may look at a different point in the room if direct eye contact makes them uncomfortable.

Variation: When two participants make eye contact, they can exchange a silent gesture instead of freezing.

53. Traffic Jam

Category	Fun / Getting to Know Each Other
Duration	Approx. 10 minutes
Participants	Approx. 15 or more
Materials	None

Instructions: Ask participants to arrange themselves alphabetically according to the first letter of their first name, from A to Z. They may move around the room while keeping a comfortable personal distance. For a silent version, participants communicate only through gestures. No physical contact or standing on a rope is required.

Variation: Arrange yourselves by the number of letters in your first name, the first letter of your surname, or another neutral criterion that does not require sharing sensitive information.

54. Two Lies, One Truth

Category	Getting to Know Each Other / Fun
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Duration	10–15 minutes
Participants	Approx. 10 or more
Materials	None

Instructions: Each participant prepares three statements about themselves: two true statements and one lie. Participants pair up and tell their partner the three statements. The partner guesses which statement is the lie. Afterwards, discuss the answers if desired. Then find a new partner and repeat.

Notes: This can also be very interesting with groups who already know one another well, because unexpected information often emerges.

55. Throwing and Catching

Category	Getting to Know Each Other / Activation / Concentration
Duration	Approx. 10–15 minutes
Participants	Approx. 10 or more
Materials	Three lightweight, soft objects

Instructions: Participants stand in a circle. The facilitator calls a participant's name and throws an object to them. That participant takes a step backwards. Continue until everyone has received the object once, then return it to the facilitator. Repeat the sequence with a second and third object. In the fourth round, all three objects are passed at the same time.

Notes: Repeatedly hearing names helps participants remember them. The fourth round increases concentration and coordination. Use light objects.

56. Revolver

Category	Getting to Know Each Other
Duration	Approx. 15 minutes
Participants	Any number
Materials	Stopwatch or timer

Instructions: Participants form an inner and an outer circle, with everyone facing a partner. The facilitator asks a question, such as “What is your next travel destination and why?” The person in the inner circle answers first, followed by the person in the outer circle. Each person has only 30 seconds. When both have answered, the outer circle moves one position to the right while the inner circle stays in place. Everyone now has a new partner and receives a new question.

Notes: The time pressure encourages participants to move beyond superficial introductions. Use no more than 10–12 questions.

57. Ball Bearing

Category	Getting to Know Each Other / Group Dynamics
Duration	Approx. 15 minutes
Participants	Approx. 15 or more
Materials	Enough space for two circles

Instructions: Divide participants into two equal groups. One group forms the inner circle and the other forms the outer circle, so that everyone faces a partner from the other group. Give each pair a topic to discuss for 2–3 minutes. Then the outer circle moves two places to the right and a new topic is introduced. Repeat as desired.

Notes: Provides a protected setting for initial exchanges because participants talk in pairs rather than addressing the whole group. The common topic remains the focus.

58. Image File

Category	Getting to Know Each Other / Group Dynamics
Duration	Approx. 15–20 minutes
Participants	Maximum approx. 30–35
Materials	At least as many printed images as participants

Instructions: Place printed images related to a common theme in the centre of a circle. Each participant chooses one image that triggers a personal association with the topic and thinks about why. Participants then explain their choice, either one by one or through a group discussion.

Notes: Can generate interesting perspectives. The outcome depends strongly on the participants and the selection of images. It can also be used to deepen seminar content by connecting concepts with concrete images or situations.

Variation: With larger groups, duplicate images can be used because different participants may have different associations with the same image.

59. Conversation Mill

Category	Associations / Getting to Know Each Other / Group Dynamics
Duration	Approx. 10 minutes
Participants	Approx. 15 or more

Materials	Open space; optional music
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Instructions: Ask participants to move continuously around the room. After a few seconds, call “Pair up!” and give the pairs a conversation topic. A rule determines who speaks first. After a few minutes, participants move around again. Start another round with a new topic and a new speaking rule. Three or four rounds usually work well.

Notes: The movement makes the activity less rigid and can be used to explore different questions or topics.

60. Picture Puzzle

Category	Team Building / Getting to Know Each Other / Concentration
Duration	Approx. 10–15 minutes
Participants	Approx. 10–50
Materials	Pictures, scissors and a container

Instructions: Prepare one picture for each desired group and cut each picture into as many pieces as there are participants in that group. Mix all pieces in a container. Each participant draws one piece without looking. The task is to find the people who have the other pieces of the same picture and form complete pictures. The resulting groups become the working groups for the next activity.

Notes: The exact number of participants is important because the method will not work properly if there are fewer participants than pieces. Choose pictures that fit the theme of the event if desired.

61. Countdown

Category	Team Building / Concentration
Duration	Approx. 10 minutes
Participants	At least 5
Materials	Stopwatch if desired

Instructions: Participants sit or stand comfortably in a circle, facing inward with enough personal space. Their task is to count down from the number of participants to zero. They may not plan a strategy beforehand or communicate. Two participants may not say a number simultaneously, and the same person may not say two consecutive numbers. If any rule is broken, the group starts again from the beginning.

Notes: The activity is deceptively simple and can require considerable concentration. A mistake near the end means starting again. The facilitator should keep the tone playful and allow a pause or alternative activity if participants become frustrated.

Variation: Allow the group 30 seconds to discuss the problem before starting, or let participants complete the activity seated.

62. Auction

Category	Fun / Group Dynamics
Duration	Approx. 60 minutes
Participants	10 or more
Materials	Writing materials, flipchart, adhesive dots or play money

Instructions: Provide a list of characteristics or qualities. Each participant chooses three qualities they value and bids on them using play money or adhesive dots. The facilitator acts as auctioneer. Qualities that are highly valued by several participants will cost more points. The activity alternates between serious reflection and fun.

Variation: In a second phase, participants can auction the qualities they have acquired again. Alternatively, participants can invent their own qualities and offer them for auction.

63. Auction of Values

Category	Team Building / Problem Solving / Debate
Duration	Approx. 30–60 minutes
Participants	Approx. 8–25
Materials	Pens and cards

Instructions: Depending on the group size, form teams of two or three, ideally creating four to eight small groups. Give the groups a specific problem or question. Each group develops one to three possible solutions and writes them on cards. After short presentations, display the cards. Each team receives 100 points, represented by ten tokens worth 10 points each, and distributes these points among the proposed solutions. Add up the scores and develop the highest-ranked proposals further.

Notes: Useful for developing common rules or identifying shared values. Adjust the group size, number of proposals and number of points to the objective.

64. Fishbowl

Category	Debate / Team Building
Duration	30–45 minutes
Participants	Large group
Materials	Enough space and chairs

Instructions: Arrange a small inner circle of chairs surrounded by an outer circle. The inner circle is the discussion forum. Begin with small-group discussions on key questions if appropriate. Representatives from the small groups join the inner circle, together with the moderator and any experts. One or two chairs in the inner circle remain empty so that participants from the outer circle can join the discussion. After speaking, a participant returns to the outer circle, allowing someone else to take the empty chair. End with feedback and a joint summary.

Notes: Only people in the inner circle speak. One person speaks at a time. Anyone from the outer circle may take an empty chair. After contributing, they return to the outer circle. The method is particularly suitable for serious, professional and result-oriented discussions.

65. Mood Thermometer

Category	Feedback
Duration	5–10 minutes
Participants	Any number
Materials	Flipchart and adhesive dots

Instructions: Draw a large thermometer or barometer on a flipchart with a scale from low to high. Participants indicate their current mood or satisfaction by placing an adhesive dot on the scale. The method can be used to evaluate specific aspects, such as: 1) event content, 2) presenters' style, 3) atmosphere, and 4) event schedule.

Variation: Instead of evaluating the event, ask participants simply to show their current mood.

66. Traffic Light Game

Category	Feedback
Duration	Approx. 5–10 minutes
Participants	Any number
Materials	Green, yellow and red cards

Instructions: Give each participant one card of each colour. The facilitator asks questions such as “How are you feeling right now?”, “How satisfied are you with the result?”, “What did you think of the content?”, or “How did you experience the event?” Participants hold up the colour that best represents their response. Green indicates a positive response, yellow a neutral or mixed response, and red a negative response.

Notes: A quick feedback method that can be followed by a short explanation or discussion.

67. Message Relay

Category	Fun / Communication
Duration	10–30 minutes

Participants	Any number
Materials	Pen and paper if desired

Instructions: Everyone sits in a circle. The first person thinks of a sentence, a complicated word or a short message and whispers it to the next person. Each participant passes on exactly what they heard without asking questions. At the end, compare the final version with the original and discuss how the message changed.

Notes: The activity explores listening, memory and communication. Avoid using sensitive or personal information in the message.

Variation: Pass the message in both directions or use a short visual sequence instead of a sentence.

68. Message Drawing Relay

Category	Fun / Getting to Know Each Other
Duration	Approx. 10 minutes
Participants	Approx. 12
Materials	Post-it notes and pens

Instructions: Everyone sits or stands in a circle. The facilitator gives the first participant a simple geometric shape on a card. The participant looks at it briefly and then draws the same shape on a separate card or sheet of paper. The next participant receives the drawing and recreates it on a new card, continuing until the last participant. Compare the final drawing with the original.

Notes: The activity explores listening, observation and communication without requiring physical contact. Keep the drawings simple and avoid using personal or sensitive information.

Variation: Use simple symbols, patterns or short visual sequences instead of geometric shapes. Participants may work individually or in small teams.

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