



Get Together. Get Away. *Get a Clue.*

June 2007

## Dr. Clue Teambuilding Newsletter, Volume V, Issue 2

Copyright © Dr. Clue 2007. All rights reserved.

<http://www.drclue.com>

[drclue@drclue.com](mailto:drclue@drclue.com)

415-861-1314

The Dr. Clue Newsletter is sent only to subscribers. We do not share names with anyone else. To receive your free subscription or to unsubscribe, send email to [drclue@drclue.com](mailto:drclue@drclue.com).

### Dr. Clue: Solving the Puzzles of Teamwork

#### This issue

- [1. Dr. Clue Central](#)
- [2. Teambuilding Ice Breaker: "Paper Airplane Contest"](#)
- [3. Feature Article: "Three Good \(?\) Reasons to Ignore Conflict..."](#)
- [4. Puzzle: "Rising Expectations"](#)
- [5. Dr. Clue's News](#)
- [6. Reader Contributions](#)

#### Dr. Clue Central

Welcome again to the Dr. Clue Teambuilding Newsletter!

Here we are at the cusp of summer; where does the time go?!!

Before going any further, I'd like ask each and everyone to fill out our short **summer questionnaire**. Receiving feedback from our readers is the **best** way for Dr. Clue to understand what you (and your organizations) are looking for in teambuilding. The questionnaire should take you about 5 minutes to complete and, best of all, everyone who fills out the survey will be entered in **a drawing for a brand new Ipod Nano (2 GB/500 songs!)**.

Note: There are 2 versions of the survey: one for past clients and another for people who are new to Dr. Clue.

1) If you've **HAD** a Dr. Clue for your organization at least once before, [click here](#) or paste the following address into your browser: <http://www.surveymonkey.com/s.asp?u=148643907436>.

2) If you **HAVEN'T**, [click here](#) or paste the following address into your browser: <http://www.surveymonkey.com/s.asp?u=446253909856>.

In this month's issue, you'll be flying high with our latest icebreaker; discovering the consequences of ignoring conflict in our feature article; and rising to new heights with our latest puzzle challenge. Enjoy!

Dave Blum  
Editor, the Dr. Clue Teambuilding Newsletter

## Teambuilding Icebreaker

### Paper Airplane Contest

By [David Ferrera](#)

#### Set Up:

A room or open space, large enough for all participants to move around a bit. Break the group into small (3-to-5-person) teams. Provide each team with a variety of materials which may or may not be useful for making paper airplanes (ie. paper, tape, markers, scissors, paper clips, stickers, etc.).

#### Process:

- Tell groups they have 10 minutes to design, build, and test one or more paper airplanes. After that, they will have a competition. Each team's airplane(s) will be tested and ranked based on three criteria:
  - A) Flight distance (how far does it fly?)
  - B) Flight time (how long can it stay in the air?)
  - C) Aesthetics (how many "beauty votes" does each get from the group?)
- Provide time checks to help teams stay on track.
- After 10 minutes, hold a competition in which each team can submit one model for each of the criteria above. (Note: You will probably need a big room or a long hallway for this, or you can go outside if weather permits.) For each criteria, groups choose a team member to launch the airplane (for distance or for flying time) or to hold it up in front of all the groups while describing its aesthetic virtues.
- For criteria A & B, it's recommended to have each team's "launcher" come up and stand behind a line. They can then launch their airplanes simultaneously at a designated signal. ("On your mark. Get set. Launch."), so that everyone can see how far the airplanes fly and which is the last to land.
- Limit the competition time to 10 minutes ... everyone will be having fun and will want to continue, so monitoring time is necessary in order to allow time for debriefing.

**Debrief:** How did you decide on your design(s)? What roles did people play? Who made the decisions? How did you feel about the *success* of your plane(s)? What was your attitude toward the other teams (i.e. were you wishing them success or failure)? How well did you achieve your objectives? How might this exercise relate to the real world? What did this exercise illustrate about effective project management? What do you want to take forward from this experience?

**The Point:** This exercise allows people to explore, in microcosm, many of the questions teams often face on their way to higher performance levels, including: What roles should each person play on our team? What is our process? And because it's a competition, what is our relationship with the other teams? Perhaps the most important point of the activity is for groups to ask: Can we and the other teams ALL succeed? A very important question indeed.

**Dr. Clue is the premier designer of corporate teambuilding treasure hunts, worldwide. We begin with the cool museum or neighborhood of your choice, convenient to your office or conference locale. We then bring the area alive by scouting out its hidden treasures; its statues, plaques, murals, and monuments. To reach each secret location, you and your team will need to solve our challenging, Da Vinci Code-like set of puzzles, codes and ciphers. Along the trail, we'll coach you on the steps successful business teams take in working towards high-performance levels.**

**To read more about our hunt packages, [click here](#). To see a list of our over 80 current treasure hunt locations, including New York, London, Chicago, Paris, New Orleans, Barcelona, Denver, Geneva, Las Vegas, Madrid, Vienna and San Francisco, [click here](#).**

## **Feature Article**

### **Three Good Reasons To Ignore Conflict (And The Price You'll Pay)**

By Gary Harper

If you work with people, you will experience conflict. Resolving it probably wasn't mentioned in your job description and you can always find better things to do than deal with it. Yet despite your hope that it will go away, it hangs around like an unwanted relative who has overstayed his welcome. Many of the reasons people give for avoiding conflict turn out to be myths – with a price tag attached.

#### **Reason #1: It's not that big a deal – it will sort itself out.**

While some squabbles evaporate, most conflicts don't. Quite the opposite; they either escalate and erupt or fester and go underground ("buried, but not dead"). The resulting tension and negativity are palpable in a workplace and can spawn a toxic environment.

This reasoning also underestimates the cost of conflict to an organization. Unresolved conflict results in wasted time, poor decisions, turnover and retraining, absenteeism, health costs (stress leave) and even litigation. It also takes an emotional toll on those directly involved and even on those indirectly affected by it. Like it or not, conflict is a big deal in organizations.

#### **Reason #2: They're grownups – they should be able to sort it out themselves.**

From the outside, a conflict may seem simple to resolve, yet it's hard to see the picture when you're inside the frame. Years of experience as a mediator showed me that capable and well-intentioned people feel trapped and powerless in conflict. They benefit immensely when someone can help surface the conflict and provide a safe space to explore and resolve it. There is no shame in struggling with conflict. Managers and even co-workers can play a pivotal role in shifting confrontation to resolution.

#### **Reason #3: Dealing with it will only make it worse.**

You can't have conflict resolution without acknowledging the conflict. When conflict is ignored or suppressed, it simply morphs into other forms (gossip, backbiting, cliques). Addressing it may surface emotions with which you are uncomfortable, but this discomfort soon passes. Often, the apprehension about raising an issue is far worse than the conversation itself. On the flip side, conflict can be the catalyst for creative solutions, positive change and even improved relationships.

Sometimes it may be right to ignore a conflict – when you make a strategic choice based on your assessment of the seriousness of the situation and the ramifications of ignoring it. But more often than not, avoidance stems from fear (of confrontation, of looking incompetent, of being disliked). Rather than acknowledge that fear, people find reasons to justify inaction.

When conflict arises (as it most surely will), be honest with yourself. Acknowledge your discomfort and examine your reasons for inaction. Instead of seeking reasons not to deal with the conflict, consider the following reasons to involve yourself:

- The discomfort will seldom be as unpleasant as you fear it will be.
- Workplace tension will diminish; morale will improve.
- You will prevent minor issues from escalating, saving time and energy in the long run.
- You will regain peace of mind.
- Those involved and affected by it will once again be able to apply their energy to the job at hand.

With conflict, the temporary discomfort of addressing it will pay dividends in the long run – both financially and emotionally. As the commercial for Fram Oil Filters says, “you can pay me now or pay me later.”

*Gary Harper, Harper and Associates. Find out more about Gary's highly regarded book, “The Joy of Conflict Resolution” and his workshops at [www.joyofconflict.com](http://www.joyofconflict.com).*

**What does a teambuilding treasure hunt look, feel and sound like?  
Watch our [2-minute video](#) to find out.**

## **Puzzle**

### **Answer to Last Issue's Puzzle**

Man overboard  
I understand  
Reading between the lines  
Cross road  
Tricycle  
Two degrees below zero  
Neon light  
Six feet underground  
He's beside himself  
Backward glance  
Life after death  
Think big !!  
Long time no 'C'

### **DR. CLUE HONOR ROLL**

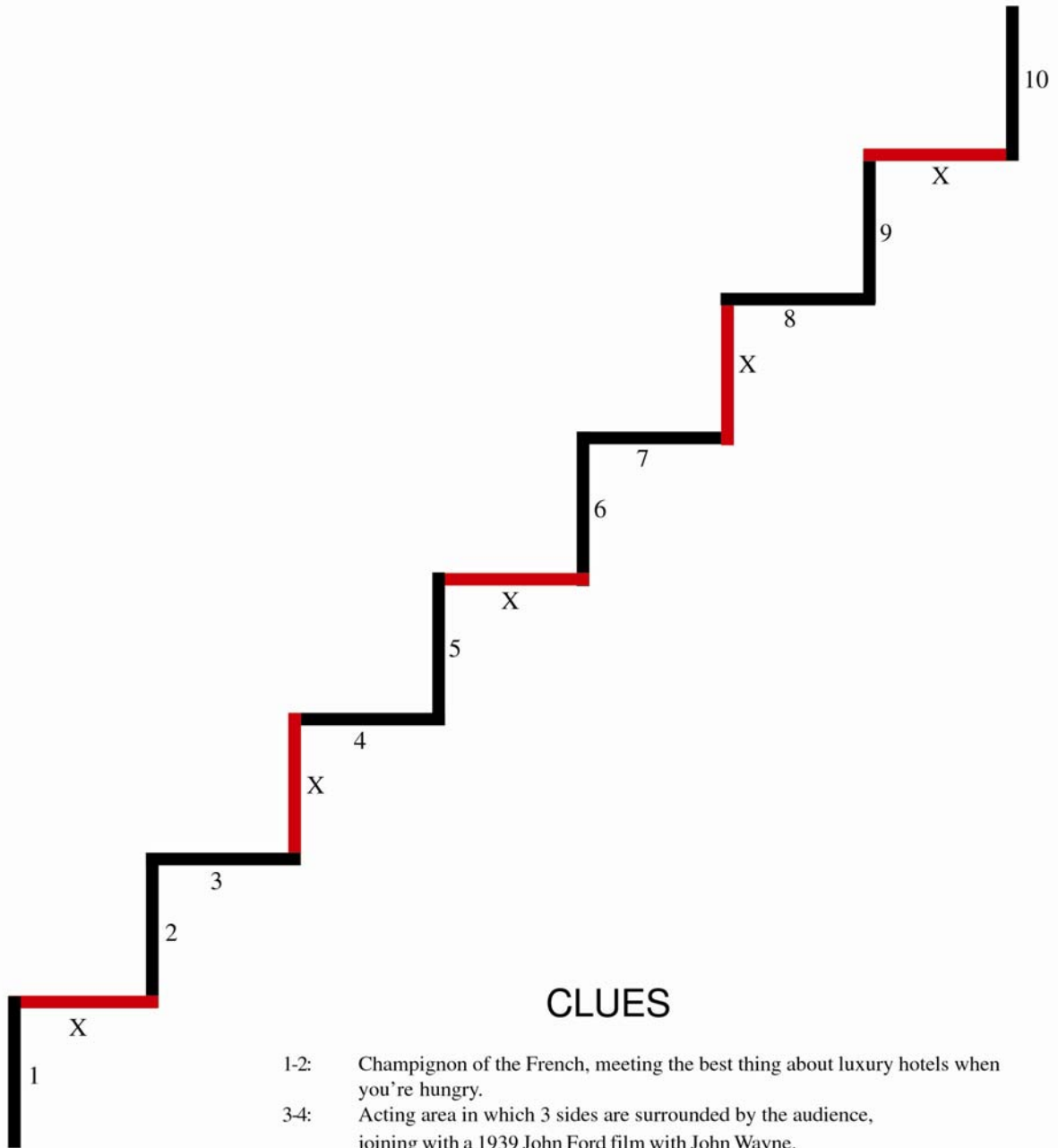
The lucky winners of the drawing were:

- **Mark Imbong**
- **Marie Schmidt**
- **Sandi Johnson**

Congratulations to all of you!

## Today's Puzzle Challenge: "Rising Expectations"

Solve the "mashed" clues below and place the shared words on the steps marked X. For example, if clue 1-2 was, "Kryptonite-hater, meeting aperture through which one descends to inspect sewers", you would get, respectively, "Superman" and "manhole". The shared word between them would be "man", and this is what you'd place on the first "X" line. When you've discovered all five of the required shared words, take the first letter of each one and mix them all up to find an appropriate team-related anagram. Good luck!



### CLUES

- 1-2: Champignon of the French, meeting the best thing about luxury hotels when you're hungry.
- 3-4: Acting area in which 3 sides are surrounded by the audience, joining with a 1939 John Ford film with John Wayne.
- 5-6: Slangy name for Australia, mashing with a Dylan Thomas play.
- 7-8: Maneuver carried out by driving in a semicircle in order to travel in the opposite direction, consorting with Henry James' 1898 novella.
- 9-10: Three goals scored by one player in a game, moshing with the magic phrase of Halloween.

As always, we'll put the names of all clue solvers in a hat and draw three for a choice of Dr. Clue-brand items (hats, shirts, and Etch-a-sketches)! Email your answers to [drclue@drclue.com](mailto:drclue@drclue.com) to take part in the drawing. Our three winners will appear in next issue's Dr. Clue Honor Roll.

Wondering how a typical treasure hunt CLUE works? We've got TWO sample clues up on our website! [Click here](#) to give them a try.

### Dr. Clue's News

- These last few months have witnessed fantastic success in our new **DR. CLUE DOCTORAL PROGRAM**, allowing such clients as Cisco, Visa International and the W Hotel to follow up their treasure hunt experience with a half-day of building **team trust networks**. To read more about how puzzles, clues and the emerging science of Social Network Analysis can help people strengthen “the ties that bind”, [click here](#).
- Our treasure hunt “high season” has moved in with a flurry. Some great hunts we've led in the last few months include:

#### USA

--**Northeast**: Pfizer, Liz Claiborne, Eisai, Ascend Ventures, and Masterfoods at The American Museum of Natural History in NYC; Hetrick Martin in Greenwich Village; Campbell's Soup in Old Philadelphia; and Pearson Communications in Manchester Village, VT.

--**South**: Bristol-Myers Squibb in Downtown Orlando; First Community Bank in Winston-Salem; and the Legal Marketing Association in Downtown Atlanta.

--**Southwest**: Nabors in Galveston, Texas.

--**Nevada/Arizona**: Cingular Wireless and Nu Horizons in Las Vegas.

--**Southern California**: Irell and Manella in Carlsbad and Santa Monica.

--**Northern California**: PayPal in North Beach, San Francisco; Genentech in the San Francisco Zoo; and Ditech and Yahoo at Stanford University.

--**US territories**: Novartis in Old San Juan, Puerto Rico.

- Our “set” hunt offerings rose to **83 locations worldwide** this year, with the addition of five exciting new hunts:
  - [Old San Juan, Puerto Rico](#): Treasure hunts come to the Carribean.
  - [Georgia Aquarium, Atlanta](#): Puzzles, clues and Beluga Whales—what a combo!
  - [Downtown Atlanta](#): Peachtree, Peachtree and more Peachtree. ☺
  - [Golden Gate Park, San Francisco](#): SF's largest urban wilderness.
  - [Financial District, San Francisco](#): Skyscrapers and Gold Rush memories

**AND COMING THIS SUMMER**: New hunts in Raleigh, NC and Half Moon Bay, CA

- And don't forget to check out Dave's teambuilding blog by clicking [here](http://www.drclue.blogspot.com/blog) or pasting <http://www.drclue.blogspot.com/blog> into your browser address line.

[Our clients](#), from Oracle to Yahoo, PriceWaterhouseCoopers, Apple, and Wells Fargo, agree that Dr. Clue is cutting-edge teambuilding with a twist.

*"If you liked The DaVinci Code, this would be the teambuilding for you!"*  
-Lincoln Smith, Siebel Systems

*"For my money, David Blum, the hunt designer/facilitator, is the best in the country at combining the intrigue of a treasure hunt with the team development needs of our clients."*  
-Pete Grazier, President, Teambuilding Inc.

### Reader Contributions

Please let us know how we can improve this newsletter!! We welcome puzzles, icebreakers, real-life teambuilding success stories—anything you'd like to contribute.

**Dr. Clue's [E-BOOK](#), "Solving the Puzzles of Teamwork," is available for download...and it's free! A compilation of past newsletter articles, it offers great essays about teamwork, roles & relationships, communication, motivation, leadership, and much more. Download it right to your screen by [clicking here](#) and choosing the e-book option. Enjoy!**

**And remember: If you liked this newsletter, please forward it to a friend or a colleague.  
Information is meant to be shared!**

Watch for the next edition of the Dr. Clue Teambuilding Newsletter in September, 2007.

~~~~\*~~~~\*~~~~\*~~~~

You are welcome to reproduce this newsletter in its entirety as long as you include the following paragraph:

Copyright (c) 2007 Dr. Clue, All Rights Reserved.

Dr. Clue is the premier creator of teambuilding treasure hunts, all around the world.

Get your FREE quarterly newsletter of teambuilding and treasure hunt tips at <http://www.drclue.com>.

Dr. Clue: Solving the Puzzles of Teamwork.

Please send us a copy of the reproduction or a link to the webpage if you use this newsletter. Thanks and enjoy!

~~~~\*~~~~\*~~~~\*~~~~

Dr. Clue Treasure Hunts  
459 Fulton Street, #206  
San Francisco, CA 94102  
415-861-1314  
[drclue@drclue.com](mailto:drclue@drclue.com)  
[www.drclue.com](http://www.drclue.com)