

# Facilitators' Directions for Building A Tower Exercise

**Objective:** This exercise gives people a concrete task to perform, that of building a tower with spaghetti and marshmallows. The objective as a team exercise is to discover how people lead in different situations, and the effectiveness of different leadership styles.

**Materials:** raw spaghetti, marshmallows (large and small), wet wipes (to clean up), trash bags.

## Directions:

1. Review the Leadership Compass directions and make sure each participant has a sticker dot indicating his/her direction. (This could be done in clubs prior to Area Meeting, add to Area Meeting Registration form for nametag inclusion)
2. Divide into 3, 6, or 9 teams with a variety of directions on each team. Have each team designate one person as a leader. Have each leader come to the front and get a leader card that explains the kind of leader he or she will be. Make sure that each leader understands their role and ask if they have any questions. When all the leaders understand their roles, the supplies and instructions are distributed to each team. (10 minutes)
3. Teams plan their tower (5 minutes) then Build a Tower (10 minutes)
4. Pass out the Leadership Styles handout, then each team should discuss: (20 minutes)
  - How successful was your team with the assigned task?
  - Describe your leader and what he or she did?
  - How effective was the leader? Why?
  - Which compass styles worked best with this leader? Why?
  - Which compass styles had challenges with the leader? What challenges, and how did they handle it?
  - Is your leader's style sustainable long term? Why are why not?
  - What is the risk of maintaining this style of leadership long term?
6. Facilitator should lead a whole group discussion: (40 minutes)
  - Which team was most successful?
  - How did the leadership styles contribute to the success or lack of success of the teams?
  - How effective was each leadership style? Why?
  - Discuss which compass direction worked best with each leadership style. Why?
  - Discuss which compass direction had the most challenges with each leadership style. Why?
  - Which styles are sustainable long term?
  - What is the risk of maintaining each style of leadership long term?

Collaboration is defined as the act of working together to achieve a goal. In our Zonta clubs, collaboration drives creativity because new and better things always emerge from a series of ideas rather than a single insight.

- Which leadership styles specifically support collaboration?
- Which leadership styles specifically impede collaboration?
- What are some additional traits we could work on to improve our ability to collaborate?
- When is "dictator" leadership appropriate?
- When is "laissez-faire" leadership appropriate?
- When is "democratic" leadership appropriate?
- How does this relate to effective club leadership? What is the take away?

## LEADERSHIP COMPASS DIRECTIONS

### **NORTH – Warrior, red**

- Assertive, active, decisive
- Likes to determine course of events and be in control of professional relationship
- Enjoys challenges presented by difficult situations and people
- Thinks in terms of “bottom line”
- Quick to act or decide; expresses urgency for others to take action
- Perseveres, not stopped by hearing “No,” probes and presses to get at hidden resistances
- Likes variety, novelty, new projects
- Comfortable being in front
- Values action-oriented phrases, “Do it now!”, “I’ll do it”, “What’s the bottom line?”

### **SOUTH – Healer, blue**

- Understands how people need to receive information in order to act on it
- Integrates others input in determining direction of what’s happening
- Value-driven regarding aspects of professional life
- Uses professional relationships to accomplish tasks, interaction is a primary way of getting things done
- Supportive to colleagues and peers
- Willingness to trust others’ statements at face value
- Feeling-based, trusts own emotions and intuition, intuition regarded as “truth”
- Receptive to other’s ideas, builds on ideas, team player, noncompetitive
- Able to focus on the present
- Values words like “right” and “fair”

### **EAST – Visionary, green**

- Visionary who sees the big picture
- Generative and creative thinker, able to think outside the box
- Very idea-oriented; focuses on future thought
- Makes decisions by standing in the future (insight/imagination)
- Insight into mission and purpose
- Looks for overarching themes, ideas
- Adept at and enjoys problem solving
- Likes to experiment, explore
- Appreciates a lot of information
- Values words like “option,” “possibility,” “imagine”

### **WEST – Teacher, yellow**

- Understands what information is needed to assist in decision making
- Seen as practical, dependable and thorough in task situations
- Provides planning and resources, is helpful to others in these ways and comes through for the team
- Moves carefully and follows procedures and guidelines
- Uses data analysis and logic to make decisions
- Weighs all sides of an issue, balanced
- Introspective, self-analytical, critical thinker
- Skilled at finding fatal flaws in an idea or project
- Maximizes existing resources - gets the most out of what has been done in the past
- Values word like “objective” “analysis”

## TEAM INSTRUCTION CARDS

### INSTRUCTIONS

1. Your team's task is to build a tower using only marshmallows and spaghetti. Your goal is to build the highest free-standing tower you can, with no other support. You may go about the task any way you wish, within these guidelines. The other teams around you are also doing the same task.
2. Take five minutes to discuss the rules so that everyone understands them. Also take time to discuss goals and strategies you might want to use before actually building the tower. You may experiment with the materials, doing a trial run, but all materials must be taken apart when the planning period is over.
3. After five minutes, the facilitator will ask you to begin building your tower. You will have ten minutes to do it.

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## LEADER INSTRUCTION CARDS

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You are to be a **DICTATOR**, which means that you tell the team what to do.  
Do not accept any suggestions from team members.  
Do give orders about how the job will get done.  
The sculpture is to be a result of your ideas.

***YOU MUST NOT INFORM THE TEAM OF WHAT YOU ARE DOING!***

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You are to be a **DEMOCRATIC** leader, which means that you and the team work together to build the sculpture.  
Your job is to involve the team to the point where everyone agrees with the way the sculpture turns out.  
Ask everyone in the team for his or her ideas and opinions.  
The sculpture is to be a result of everyone's ideas.

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You are to be a **LAISSEZ-FAIRE** leader, which means that you do not make any suggestions about how or what is to be done or who is to do it.  
Let everyone do what he or she wants to do.  
The sculpture must come from their ideas.

***YOU MUST NOT INFORM THE TEAM OF WHAT YOU ARE DOING!***

## HANDOUT: TYPES OF LEADERS

### Dictator

- Tells the club what to do and what not to do
- Does not accept any suggestions from club members
- Gives orders about how the job will get done
- Everything is the result of his or her ideas only
- An absolute ruler

**Famous Dictators: Adolf Hitler, Benito Mussolini, Joseph Stalin**

#### *When This Style Works*

**When your club members are only motivated by peers, authority, and/or fear**

**When your club members want to be like others, follow policy, and only react to force**

**When your club is dependant and resists change**

### Democratic Leader

- ✓ Works together with the club
- ✓ Involves the club to the point where everyone agrees with the way the end product turns out
- ✓ Asks everyone in the club for their ideas and opinions
- ✓ Governs for the people

**Famous Democratic Leaders: Thomas Jefferson, Nelson Mandela, Margaret Thatcher**

#### *When This Style Works*

**When your club members are motivated by goals, rewards, & recognition**

**When your club members want material things, opportunity, & social status**

**When your club is comfortable with its leader and environment**

### Laissez-Faire Leader

- Does not make any suggestions about how or what is to be done or who is to do it.
- Lets everyone do what they want to do
- Everything is the result of the peoples' ideas
- No interference

**Famous Laissez-Faire Leader: Adam Smith**

#### *When This Style Works*

**When your club members are motivated by themselves and other team members**

**When your club members are achievers & creative**

**When your club is independent & thrives on change**