

# Scavenger Hunt

More Game Resources: [CQII.org](https://cqii.org)

Fun Scale ● ● ○ ○ ○

Ease of Play Online ● ● ● ● ○

Connection to QI ● ● ● ○ ○

**Type of Game:** A team-based game that emphasizes interaction and teamwork

**How Long:** 15-30 minutes

## Learning Objectives

- Experience that working as a team can be a different experience, even for people who have previously worked together
- Introduce participants or team members to each other
- Help people understand their own team working styles
- Learn more about a specific content area (e.g., quality improvement, HIV)

## Suggested Audiences

Anyone, whether clinical or administrative staff, QI team members, managers, people with HIV, etc.

## History and More Information

This game comes from “Games Trainers Play, by Edward E. Scannell and John W. Newstrom (“New York: McGrawHill, 1980, p. 51). Sources for additional information about teams include Joiner & Associates The Team Handbook and Meredith R. Belbin’s Management Teams, Why they Succeed or Fail. This game was previously described in the NQC Game Guide (Interactive

Exercises for Trainers to Teach Quality Improvement in HIV Care) developed by the New York Department of Health in August 2006 ([CQII.org](https://cqii.org)).

## Materials

For this game, you will need:

- Scavenger hunt instructions and the list of items for each team to hunt for
- A picture, in the form of a slide, where participants much search for hidden items in it; it can be shared through the Zoom share screen feature ([targethiv.org/virtual-game-guide](https://targethiv.org/virtual-game-guide))
- CQII instructional slides and additional resources ([targethiv.org/virtual-game-guide](https://targethiv.org/virtual-game-guide))
- Zoom account (or other video conferencing platform) with breakout room access
- Access to a computer and/or handheld mobile device, and internet connection

## Preparation

To prepare for this session:

- Familiarize yourself with the session’s structure and content:
  - Read through the game instructions and key teaching points in its entirety
  - Practice the game itself
  - Practice presenting the key teaching points
- Prepare the picture:
  - Pick a background (can be of any type of scenery, as busy as you’d like)
  - Add in pictures of scavenger hunt items, can make them as big or as tiny as you’d like
  - Save image
- Share the instruction sheet to each participant via email or paste into the Zoom chat room

Teams that work well are like sports teams. The best ones have members with different skills and strengths, and they coordinate these skills and strengths in pursuit of a common goal. Groups of people just forming as teams will have difficulty coordinating their efforts. They will not yet know the skills of their colleagues and may not trust that they can contribute to the task. This game gives a new team experience at working on a task, and this experience will help give the team confidence in their ability to succeed at the upcoming quality improvement work in your HIV program.

Your job as facilitator is to observe how the teams go about the scavenger hunt. Does everyone on the team search for every item together? Does one person go off on his or her own to try to do all the work without consulting others? Chances are, the most successful team will be the one that divides up the tasks, and you should be prepared to point this out and lead a discussion about effective teamwork. In creating the list of items each team must find, aim for some that will be easy and some that will be hard. Try to include

items that will involve collaboration to locate. Encourage teams to be creative (that’s where the fun comes in) but clarify that you will be the judge of whether a “creative” item meets the requirements of the hunt (hint: use this option to reward examples of good collaboration and teamwork). The teams are likely to get very competitive!

## Playing the Game

### *Welcome and Introductions*

To begin the game, welcome participants and thank them for their participation. If necessary, ask individuals to introduce themselves to the group.

### *Agenda*

Provide a brief description of the game’s primary components:

1. Background to Scavenger Hunt game
2. The game itself
3. Debrief and discussion on what the game shows, and how this knowledge is essential to HIV care
4. Feedback and close

### *The Game*

**Step 1:** Provide a brief introduction of the game to participants, including the instructions and rules to play; each team should find all items in the scavenger hunt picture related to a specific question

**Step 2:** Convene at least three new teams to participate in the Scavenger Hunt and set up the Zoom breakout rooms; active collaboration among team members is encouraged

**Step 3:** Share the Scavenger Hunt with all teams to be used in the Zoom breakout room

**Step 4:** Post a specific question and ask each team to find all relevant pictures on the scavenger hunt picture; give each team 2 minutes

**Step 5:** Bring all teams back to the Zoom main room and ask each team to share how many items they found related to the specific question

**Step 6:** Reveal the answers and discuss any items that were missed

**Step 7:** Proceed to the next question using the same the scavenger hunt picture

**Step 8:** Identify the winning team!

## Debrief and Discussion

- Ask each team to describe its method: how did that team go about carrying out the task? On reflection, did this method work well?
- If the results support it, note that the teams that divided up tasks and coordinated their work had the best result
- Discuss the application of what they have learned to their planned HIV QI work.
  - What did they learn about how they work as a team?
  - How will what they learned affect their work on their next team task?
  - What else would they like to know about team working?

## Feedback and Close

- Ask your audience for feedback on whether this session met its objectives; take note of their responses and keep it for your use in the future
- Schedule an informal follow-up session with any audience member who wants clarification or more information on the game or the concepts you discussed
- Thank your audience and congratulate them on their hard work and success