

Time: 25 - 35 minutes

Teams: 5 - 10 players

Location: Indoor or outdoor space (quiet and comfortable)

Educational Objective

The purpose of this task is to help participants recognise different team roles, reflect on their own strengths and preferences, and understand how balanced cooperation influences team effectiveness.

The activity develops awareness of collaboration, shared responsibility, and inclusion, while highlighting how diverse competences contribute to achieving common goals, including those related to the Sustainable Development Goals (SDGs).

Moderator

Build Your Dream Team

Step-by-Step Instructions

1. Introduction & Framing

Explain that effective teamwork depends on a balance of roles and strengths.

Emphasise that no single role is sufficient on its own, and that challenges often arise not from lack of skills, but from imbalance or lack of awareness.

Highlight that understanding roles can improve cooperation, reduce conflict, and support more inclusive and effective teamwork.

2. Organisation

Choose a quiet, comfortable indoor or outdoor space.

Ensure the team has the list of team roles and a notepad for taking notes.

3. Explore & Choose the Roles (10 minutes)

Ask each participant to read the role descriptions and select:

- one role they feel most comfortable with (their natural strength),
- one role they can take if needed but would prefer to avoid.

Methodological tip: *If participants struggle, encourage them to think about past group work experiences.*

4. Map Your Team (5 minutes)

Instruct participants to share their choices and create a collective overview of roles within the team.

They should identify which roles are well represented and which are missing.

Methodological tip: *Guide the team to use visualisation (e.g. mapping roles on a board), which makes patterns and gaps easier to identify.*

5. Find the Missing Pieces (5 minutes)

Follow a discussion in the team on these topics:

- Which roles or competences are missing?
- How might this affect team's performance?
- How could these gaps be addressed (e.g. sharing tasks, stepping into new roles, involving new people)?

6. Reflection (5 minutes)

Invite participants to reflect:

- Which roles might be difficult to sustain in the long term and why?
- What did you learn about yourself and your team?
- Ask them to agree on one key lesson and complete the sentence: 'A strong team works best when....'

Mission Equipment

List of team roles

Notepad or whiteboard for taking notes



Role of the Moderator

The moderator acts as a facilitator, not a judge. Your role is to:

- Create an encouraging and open atmosphere.
- Keep time and structure the activity.
- Support reflection on strengths, gaps, and team dynamics.
- Help participants connect teamwork with broader challenges (e.g. collaboration for sustainable development).