

Organization and country:	GROWTHCOOP (SPAIN)
Name of the activity:	“Becoming the perfect co-worker”, an activity to increase extrinsic motivation and recognition.
Overview (What I am going to learn?):	I will learn what I look for in others when working with someone in a team, I will learn to identify what qualities I have when working in a group and what qualities I lack. I will learn how to motivate myself to be the best team worker.
Objective (What am I going to learn it for?):	<ul style="list-style-type: none"> - Discovering which strengths can be enhanced in each of the workers and which weaknesses can be corrected. - Increase extrinsic motivation to try to be the “perfect” team worker. - Recognising outstanding workers by their workmates.
Materials:	<ul style="list-style-type: none"> - Coloured paper: green and red - Pens - Blackboard (or whiteboard) and chalk - Medals or badges for the most successful employees <p>The number of pens and sheets of paper is equal to the number of people taking part in the activity.</p>
Time:	Approximately half an hour. Depending on the size of the group.
Target group:	Workers

Instructions for facilitators

One person in the group has to be the facilitator, this person will be in charge of

- Handing out the material to the group members.
- Explain what the activity consists of.

- Collect all the sheets of paper.
- Distribute the medals or badges among the selected workers.
- Act as mediator in the final debate-reflection, the colleagues have to give their opinion about the qualities they look for in their colleagues, the ones they have and the ones they can improve in order to achieve the "perfect" work team.
- Control the time of the debate, it can last until people agree and have no more opinions to give or set a time limit, e.g. 15 minutes.

Tasks and procedure:

1º The facilitator has to hand out two sheets of paper (one of each colour, e.g. one red and one green) to each participant and a pen.

2º Once all the participants have the material, the facilitator will explain to them:

- On the red sheet of paper, they should write down the qualities of the person who for them is the perfect co-worker and their name.
- On the green sheet, they should write down their strengths that they think they themselves have as teammates.

3º When they have finished writing, the facilitator should put all the red sheets together with the red ones and, on the other side, all the green sheets with the green ones.

4º The facilitator asks two volunteers to read the leaves out loud. First, one person will read all the red leaves. Secondly, the other person will read all the green leaves.

5º Two other volunteers, once the qualities have been read out, will write on the board the qualities that have been repeated the most and the names of the people who have come up the most.

6º The 3-5 workers (depending on the size of the company's staff) who are most outstanding in the selection of the "perfect" team workers will be given a medal or badge, and there will be a round of applause.

7º A discussion will follow to identify what we look for in others and what qualities we have. In this way, employees will discover what qualities they look for in a "perfect" teammate and this will increase their extrinsic motivation to become the teammate they all wish to have.

Conclusion and evaluation:

The conclusion of this activity is to take into account the qualities that workers require from a "perfect" teammate, and that they themselves check the ones they already have and increase their extrinsic motivation to achieve the ones they do not have by taking into account the opinions of their colleagues.



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An evaluation questionnaire of the activity can be made in the form of a Likert scale to check the degree of satisfaction of the workers in this activity and to analyse if knowing the opinions of their colleagues helps them to motivate themselves to be better co-workers.