**Personality Assessments**

**True Colors**

* https://truecolorsintl.com/assessments/
* Online Assessment: $75
* True Colors appeals to all personality styles, greatly enhances the ability to understand yourself and others, and isspecifically designed to reveal aspects of your entire personality spectrum, not just a general description of your dominant style.

**Myers Briggs**

* https://www.mbtionline.com
* Online Assessment: $59.95 + tax if applicable
* The Myers-Briggs® assessment traces the patterns in your behavior to one of 16 distinct personality types. It gives you a framework for understanding yourself and appreciating the differences in others’ strengths, tendencies, perspective, decision-making and communication styles.

**CliftonStrenths (formerly known as Strengths Quest)**

* <http://www.strengthsquest.com>
* Online Assessment: $9.99
* StrengthsQuest has helped more than 13 million people around the world discover their talents via the Clifton StrengthsFinder, a customized report that lists your top five talent themes, along with action items for development and suggestions about how you can use your talents to achieve academic, career, and personal success.

**True Colors-Oriented Team Activities**

Blue (Emotional Connection)- Deck of Reflections

Requires: Playing Card Deck

Each face card represents a time in one’s life:

* Jack = childhood
* Queen = high school
* King = college/young adulthood
* Ace = professional

Suits:

* Hearts = something you loved
* Clubs = something you were involved in (hobby, tradition, club, sport, lessons, etc.)
* Spades = something you learned about yourself
* Diamonds = something special/unique about this time, or something totally random

Facilitator/team builder gives everyone a card face down, everyone turns their card up at the same time. Everyone takes 1-2 minutes to think, then everyone goes around and shares.

Orange (Play/Exploration) - Do, or Do Knot

Requires: Knotted lengths of thick-ish chord/rope

Teams of 2 or more individuals must untie a length of knotted rope without relinquishing their grasp on said piece of rope.

Green (Reflection/ Problem Solving) – 3-2-1

Facilitator has each individual write down 3 things that they have learned in the past year. This could be about themselves, the office, or the world.

Facilitator has each individual write down the 2 most profound moments of the past year. Profound does not necessarily have to be happy, but memorable in some way.

Facilitator has each individual consider their previous answers and write down 1 piece of advice they would give themselves were they able to go back in time and do it all over again.

Gold (Task-Oriented Outcome) – Gold will be happy in most exercises as long as the exercise is ran efficiently, and has a clear purpose and/or take away.

**More Team Building Ideas**

Passion Projects

Requires: whatever is needed by the team member facilitating the activity

Each team member facilitates a 1-2-hour long project that aligns with their passion. Examples include a themed-potluck (passion is food), trivia (passion is games), cupcake decorating (passion is cake decorating), music session (passion is playing the guitar), Office Olympics (passion is competition), etc. The objective is for team members to share something that they are passionate about with their team members. Choose a month where things are a little slower and schedule passion projects throughout to give staff something to look forward to.

Schedule a Meeting

Requires: paper and pen

Have each person draw a clock and then schedule an hour meeting with someone on the team. The objective is to get all of your hour slots full without double booking, or without scheduling one person for more than 1-hour. The facilitator then calls out a time and provides a prompt for the two to discuss (i.e., meet with your 2 o’clock and discuss something you’ve learned about yourself recently).

Question Ball

Requires: beach ball (or a ball with a smooth surface), sharpie

The facilitator should write questions on the ball using a sharpie. The questions should meet the objective of the activity (i.e., get to know one another). The team should stand in a circle and toss the ball to one another, read out loud and answer the question below or closest to their right thumb. That individual throws the ball to another teammate and the game continues.

“I am…” Affirmation Jar

Requires: small mason jar, strips of paper, pens

Each team member gets a strip of paper for each member of the team. On the paper, write an affirmation in the form of an “I am” statement. For example, if Susy Seminole is great at connecting with students and supporting them through their challenges, you may write, “I am great at connecting with my students and being a resource they can depend on in challenging situations.” The team can read their affirmations silently and then share one that stuck out to them the most.

Affirmation Circle

Stand in a circle, starting with a volunteer, affirm the person to the right by telling them something great they did. Then that person affirms the person to their right, and so on until it reaches the volunteer. Next, the initial volunteer affirms the person to their left and so on until the circle is completed again.