

Start or Stop

The **Start or Stop** team building exercise is a valuable tool for identifying areas of improvement within a team. In this exercise, team members are encouraged to provide feedback on two specific aspects: what actions or behaviors should start and what actions or behaviors should stop.

During the exercise, team members brainstorm and discuss the actions or behaviors that they believe should be initiated to enhance individual and team effectiveness. This could involve starting new communication practices, implementing innovative strategies, or fostering a more inclusive and collaborative environment.

Similarly, team members also identify actions or behaviors that should be stopped to eliminate obstacles or counterproductive habits. This may include putting an end to ineffective processes, eliminating negative communication patterns, or discontinuing behaviors that hinder team productivity or morale.

The primary focus of the exercise is to gather feedback on areas that need improvement and actions that should be changed or eliminated.

Instructions:

1. In the next 15 minutes write down the names of everyone in the leadership team.
2. Write down an item that you would like them to Start.
3. Write down an item that you would like to Stop.
4. After 15 minutes, Facilitator will then go around the room stopping at each individual while everyone outlines each Start or Stop for that person on their list.
5. The individual will select one Start or Stop and commit to that for the Quarter.
6. We will revisit at the end of the Quarter if they started or stopped.

For Example:

Start – Ken needs to start teaching his direct reports how to facilitate quarterly meetings

Stop – Ken needs to stop being late for meetings.