

The Teamwork & Teamply 16 Piece Puzzle

An IRL (In Real Life) and/or a
Virtual Teambuilding Activity
for Teams of Four People

Created by Dr. Jim Cain
April 2020

T	E	A	M
W	O	R	K
T	E	A	M
P	L	A	Y

Directions for IRL

If you plan to play this game in real life, simply take one of the puzzles found below and cut it into 16 square pieces. Or, you can copy the original puzzles in this document on a color photocopier or printer, and magnify or reduce each piece as desired. Each puzzle is organized into four rows (A, B, C and D) and four columns (1, 2, 3 and 4), as shown in the graphic below. Place four pieces into four separate envelopes using the following information:

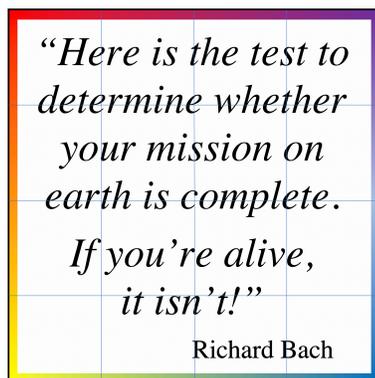
Envelope One: Red Corner (A1) starts with pieces A1, C3, B4 and C1

Envelope Two: Purple Corner (A4) starts with pieces A4, C2, A2 and D3

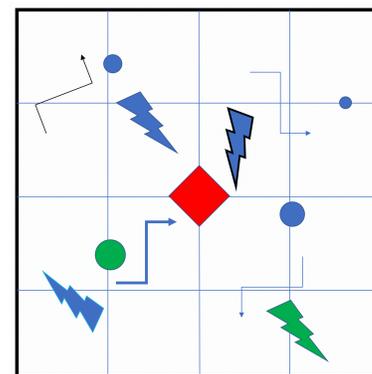
Envelope Three: Blue Corner (D4) starts with pieces D4, B2, A3 and D2

Envelope Four: Yellow Corner (D1) starts with pieces D1, B3, C4 and B1

A1	A2	A3	A4
B1	B2	B3	B4
C1	C2	C3	C4
D1	D2	D3	D4



T	E	A	M
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If you place the appropriate four pieces into a standard #10 envelope (without sealing it closed), you can use this same envelope to create a visual barrier (by folding it mid-way and standing it on edge, like a wide V-shaped fence). That way, other players cannot see your puzzle pieces.

For this activity, players are allowed to talk about the illustration shown on each of their four pieces, but they cannot show their pieces to other players.

The challenge is for each player to correctly assemble the four pieces comprising their corner of the puzzle. Once this is done, players can remove their envelope barriers, slide their pieces to the center of the table and assemble the complete 16 block puzzle.

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For simplicity with the first puzzle, each player is asked to retain their ‘corner’ piece, which has a gradient colored perimeter. The other three pieces they are instructed to give away to other players. Each round, each player can give away one of their pieces to another player. A minimum of three rounds is required to complete the puzzle.

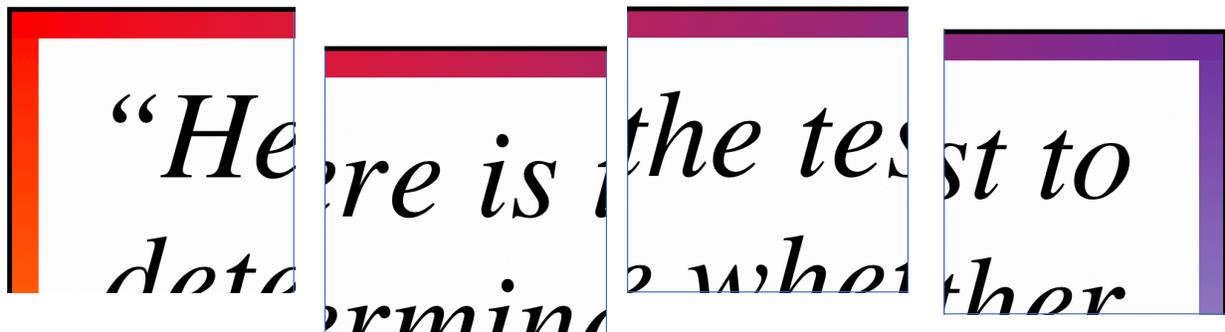
- Completing the puzzle in three rounds: PERFECT
- Completing the puzzle in four rounds: ALMOST PERFECT
- Completing the puzzle in five rounds: EXCELLENT
- Completing the puzzle in six rounds: GOOD

Begin with the simplest puzzles (the one with the quotation and gradient color perimeter), followed by the next puzzle (with the words Teamwork & Teamply), and completing the activity with the much more difficult final puzzle (the one with the geometric symbols on it). For each of these puzzles, players are never told what image or message is found on the puzzle. They must discover this for themselves.

You can also create your own puzzle using an image from the Internet, a photograph from last month’s wall calendar or a picture from a newspaper or magazine. Each of the pieces in these T&T 16-piece puzzles are designed to be about 3 inches square, producing a puzzle that is 12 inches square.

Directions for Virtual Teambuilding Sessions

If you plan to play this game online using email, texting or some other social media technique, simply take one of the puzzles found on the following pages of this document and create sixteen 1.5” x 1.5” pieces, using a PDF generator (such as Preview on a Macintosh) by simply taking a screen shot of the electronic image (as shown below) and creating 16 JPG or PDF files. You can use the light blue lines in each puzzle as a guide.

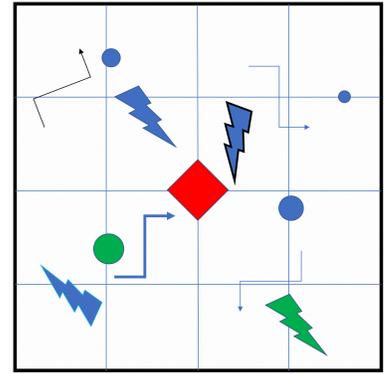
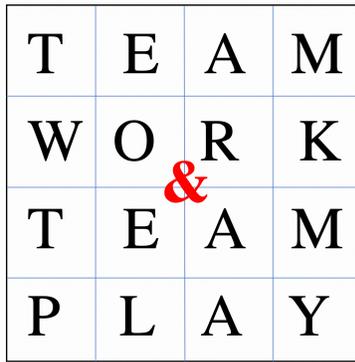
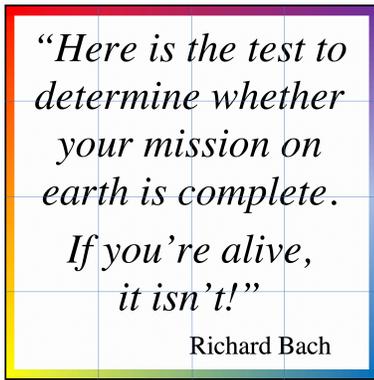


Next, share these pieces with the four virtual players, using email, texting or some other file transfer program. Each puzzle is organized into four rows (A, B, C and D) and four columns (1, 2, 3 and 4), as shown in the graphic below. Transfer four pieces to four different players using the following information:

- Player One: Red Corner (A1) starts with A1, C3, B4 and C1
- Player Two: Purple Corner (A4) starts with A4, C2, A2 and D3
- Player Three: Blue Corner (D4) starts with D4, B2, A3 and D2
- Player Four: Yellow Corner (D1) starts with D1, B3, C4 and B1

A1	A2	A3	A4
B1	B2	B3	B4
C1	C2	C3	C4
D1	D2	D3	D4

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For this activity, players are allowed to talk about the illustration shown on each of their four pieces, but they cannot show their pieces to other players. In virtual space, this means no shared viewing area, where each player can see all sixteen pieces. Players are only allowed to see the four pieces in their possession. Once they have given a piece away (file transferred it to another player), they must delete that piece from their inventory.

The challenge is for each player to correctly assemble the four pieces comprising their corner of the puzzle. Once this is done, players will transfer all of their pieces (assembled in a block of four) to one of the players, who will assemble the complete sixteen-piece puzzle, take a screen shot of this completed puzzle and send that to each of the other players, completing the challenge.

For simplicity, each player is asked to retain their 'corner' piece. For the first puzzle each corner piece has a 90 degree gradient colored perimeter. For the second puzzle, each player retains one of the center pieces (the one with part of a red ampersand on it), and for the third puzzle, each player retains a corner piece, with a 90 degree heavy black line perimeter. The other three pieces they are instructed to give away to other players. Each round, each player can transfer one of their pieces to another player. A minimum of three rounds is required to complete the puzzle.

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|--|----------------|
| Completing the puzzle in three rounds: | PERFECT |
| Completing the puzzle in four rounds: | ALMOST PERFECT |
| Completing the puzzle in five rounds: | EXCELLENT |
| Completing the puzzle in six rounds: | GOOD |

Begin with the simplest puzzles (the one with the quotation and gradient color perimeter), followed by the next puzzle (with the words Teamwork & Teamplay), and completing the activity with the much more difficult final puzzle (the one with the geometric symbols on it). For each of these puzzles, players are never told what image or message is found on the puzzle.

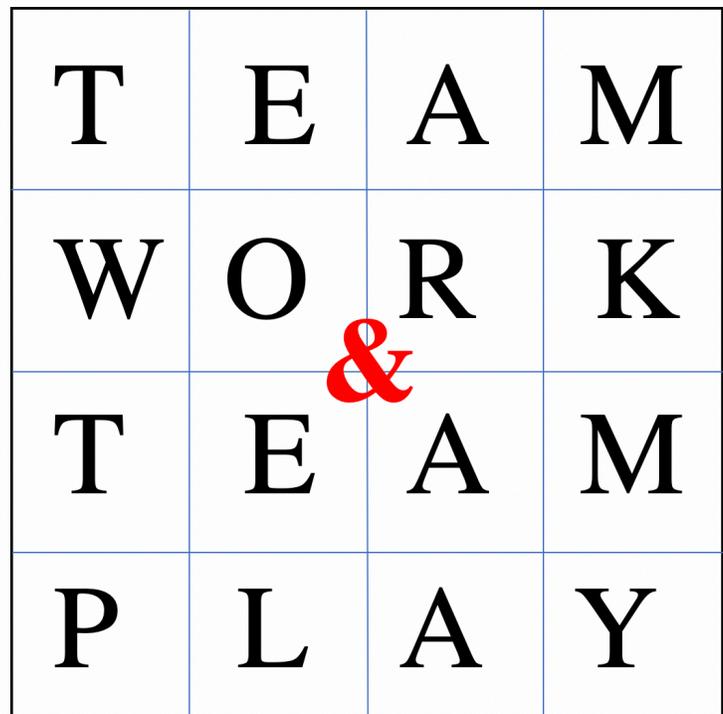
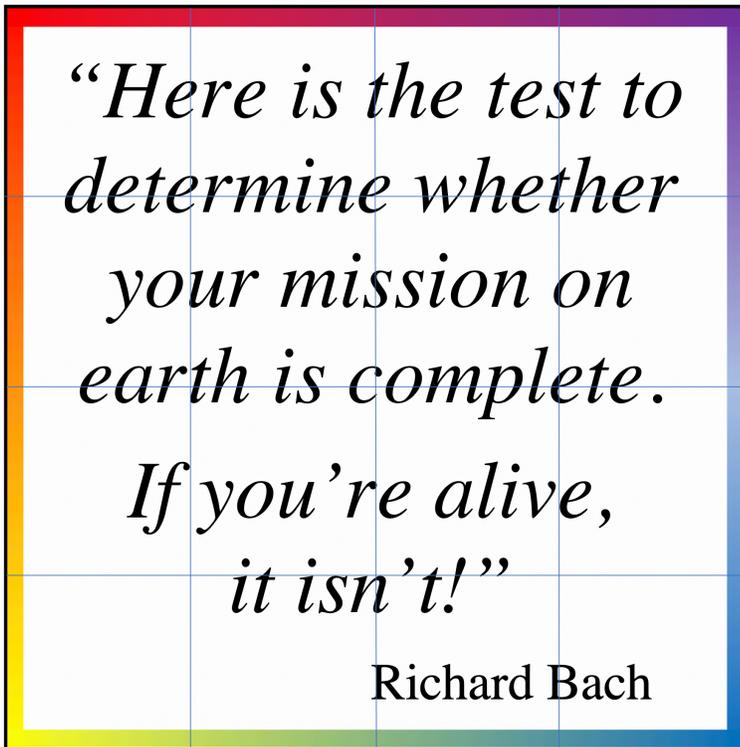
You can also create your own puzzle using an image from the Internet, a photograph from last month's wall calendar or a picture from a newspaper or magazine.

Debriefing Ideas and Suggestions

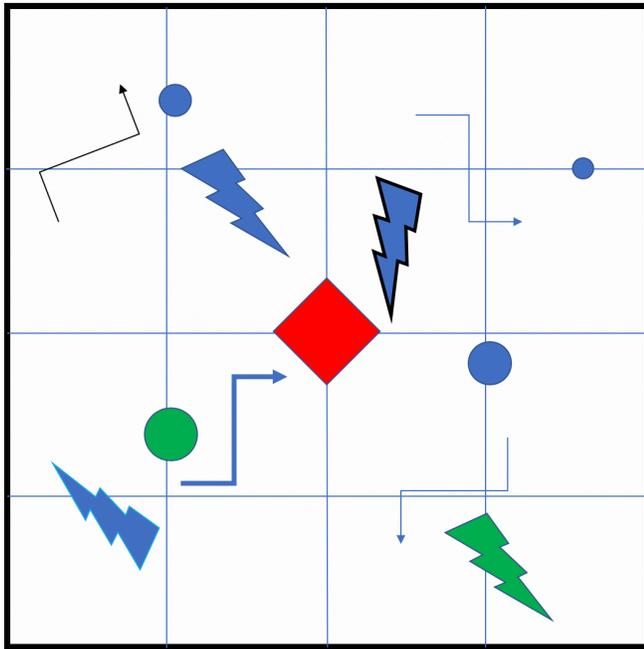
Once your team of four has solved all three puzzles, encourage them to discuss some of the following questions: Did a leader emerge during the activity? Who acted as a leader, and what did they do? If you were to repeat this activity, what would you do differently the next time? What did each person contribute to the activity? What advice would you give to another group attempting to complete this challenge? What did you find most challenging about this activity?

The Teamwork & Teamplay 16 Piece Puzzle by Jim Cain

Enlarged Images of all Three Puzzles



The Teamwork & Teamplay 16 Piece Puzzle by Jim Cain



A Little Bit of HOPE

Well, here we are in the middle of the Coronavirus Pandemic. I've been sheltered in my home for nearly a month now, but far from inactive. Two weeks ago, I created my first virtual teambuilding activity *The County Fair*, which you can download for free at my website: www.teamworkandteampay.com.

Last week, something wonderful happened as well. For most of 2019, I worked on a new book project. I've written a few of these over the years, so the fact that I was writing another book isn't all that surprising. What is surprising, is that this book is a novel!

Rise Again is the story of the *Mary Ellen Carter*, a mythical ship invented by Canadian Folk Legend Stan Rogers and presented in his song by the same name. I took Stan's four-minute song and turned it into a 512 page novel set in Atlantic Canada and filled with hardship, friendship, tragedy, triumph, music, love and most of all...hope. The book will be available at Amazon.com in May of 2020, and the book has a surprising feature inside, the ability to 'hear' the music in the background of scenes throughout the book. I've been dreaming of writing this book for 38 years (no kidding) and now it is finally here.

If you point the photo app of your mobile device at this Quick Response (QR) code, you can listen to a live performance of Stan singing the *Mary Ellen Carter*.

With all that is happening in the world just now, what I wanted most to contribute at this time is hope, and *Rise Again* is filled with hope (and much more). If you enjoy the T&T 16 Piece Puzzle (at no cost), feel free to show your appreciation by purchasing a copy of *Rise Again* from Amazon.com.



Visit the Teamwork & Teampay website at: www.teamworkandteampay.com to download more valuable team and community building activities and find out about Jim Cain's books, training programs, teambuilding props and resources.

Jim Cain - Teamwork & Teampay - www.teamworkandteampay.com

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