

SCAVENGER HUNT AND ESCAPE ROOM: SELF-ORGANISATION AND TEAMWORK TAKEN TO THE NEXT LEVEL

CLIENT APPLICATION AND PURPOSE

The combined activities of Scavenger Hunt and Escape Room create a challenging and results-oriented environment for team effectiveness to emerge.

Both require team members to step out of their comfort zone and into a place of courage and leadership. The purpose of the activity is to enhance each team member's ability to lead, collaborate and communicate within the team.

ENHANCEMENT OF COLLECTIVE INTELLIGENCE

In the CIQ model of Collective Intelligence, the two major components that are being addressed by this activity are CIQ Social Intelligence and CIQ Cognitive Intelligence.

☞ **CIQ Social Intelligence**

= Awareness of team members' personalities and how they interact with one another

Both Scavenger Hunt and Escape Room provide a safe space for team members to enhance the following skills: use of different types of languages (e.g. spoken, metaphorical, abstract), decentralised collaboration (all participants have a team to build and solve complex challenges with rather than working by themselves in an isolated environment), diversity and inclusion.

On an individual level, team members practice self-organisation while working towards a shared purpose.

☞ **IQ Cognitive Intelligence**

= Ability to share and integrate complex information amongst a team

Designing and solving an Escape Room as a team requires logical thinking, engineering skills and simplifying tasks while at the same time avoiding the obvious (e.g. riddles that are too easy to solve). Finding this balance requires a continuous knowledge exchange between team members who are challenged to use cognitive skills they would not necessarily bring forth in their everyday work environment.

OUTCOME

The activity increases social engagement and helps team members become aware of each other's core strengths across a wide range of skills. Teams often report a strong team spirit emerging over the course of the activity. Staying with a problem until it is solved enhances leadership and problem-solving skills on an individual level and motivates individual to go beyond "business as usual". Overcoming frustration (e.g. when clues cannot be solved) and emotional barriers to align towards a shared purpose sustainably enhances team collaboration.