



Teaming & Team Tenacity

Complete Walktrough



**A GAME WHERE TEAMS COLLABORATE,
CONNECT, AND STRENGTHEN
RESILIENCE. ONE BUILDING (AND
CONVERSATION) AT A TIME!**

**LIMITED SETS
AVAILABLE, GET YOURS
NOW FOR ONLY
\$38!**



GO.GOV.SG/TT-ORDER



300
CARDS

3-8
PLAYERS

45-90
MINS

The background of the slide is a top-down view of several green pea pods and individual peas scattered on a plain white surface. Some pods are open, revealing the peas inside, while others are closed. The peas are a vibrant green color.

Team Tenacity Conversation Mode

Sample Workshop Scaffold – Please feel free to adapt!

Connection

1. Find 1 partner, and share your thoughts on this question

[generate from Check in Generator or
your own favourite question]

Note to Facilitator:

We assume that if you are using the Conversation Mode, then you are likely trying to facilitate a conversation in a more relax and fun context.

Check-ins for the group is then one good way to help reconnect with team mates and generate some energy before going into the activity itself.

This checkin generator is useful and you can explore a range of themes.

<https://checkin.daresay.io/>

WORK FOCUSED | QUESTION

What helps get you in the flow?



Conversation Game Mode - Set Up (5 Mins)

1. **Organise** groups of 4
 - 1 Person to unbox for trial
2. **Sort out** the Strategy Cards (total 60) into Goals, Roles, Processes and Interactions (GRPI)
3. **Each player chooses** 1 of 4 stacks of strategy type cards
4. **Shuffle Scenario** cards and stack in the middle.



Conversation Game Mode

- Play Time (10 mins or at least 2 rounds)

- 1st person from the dealer left starts first.
- **Draw 1 Scenario card** and **read** out scenario
- **Each Player responds with 1 Strategy Card**, with adjustments as necessary
- **With recommendation**, each person explain
 - **Why you think maybe happening in the scenario?**
 - **What the intervention will do? What are the strengths and limitations?**
 - **What outcome the intervention may lead to?**
- After one strategy is used, discard into a pile. You cannot reuse strategy
- When all players contributes, the next event card is drawn
- Play till all event cards are used or based on rounds or time limit

GRPI: 4 Conditions for Team Effectiveness

Goals

What the Team wants to Achieve

- Clarity of objective, target and priorities
- Full understanding by all team members
- All members committed to set standards and the same expectations
- Precise deadlines

Roles

What Needs to be Done and Who will do it

- Clear roles and responsibilities
- Individual responsibilities match team goals
- All members aware of every other member's individual responsibilities
- Understanding of boundaries

Processes

How the team collaborates and communicates

- Procedures working correctly (collaboration in problem-solving, dealing with conflict, open/good communication, effective decision making)
- Clear levels of authority and coordination of workload

Interactions

How the team members interact on a personal level

- Healthy climate of well-respected colleagues
- Trust and flexibility
- Culture of frequent feedback



Team Assessment - GRPI



Microsoft Word
Document

Instruction

1. Individually, assess your own team using the worksheet provided.
2. Once completed, total up the scores for each section.

Note to Facilitator:

To create a further level of anonymity / psych safety, consider using Mentimeter and create a live poll, using the same GRPI questions. It's also fun to see the data coming out live!

Reflecting on the team you are in, rate how it is doing in G, R, P, I.

If your assessment of your team scores between:

120 – 150 | You have an 'A Team'. Your team is likely to be doing well in most aspects of the 4 GRPI pillars. Consider if there are areas you could do even better.

75 – 119 | Your team is likely to be doing okay in some areas, but some attention is required for some areas. Consider making time for a team review.

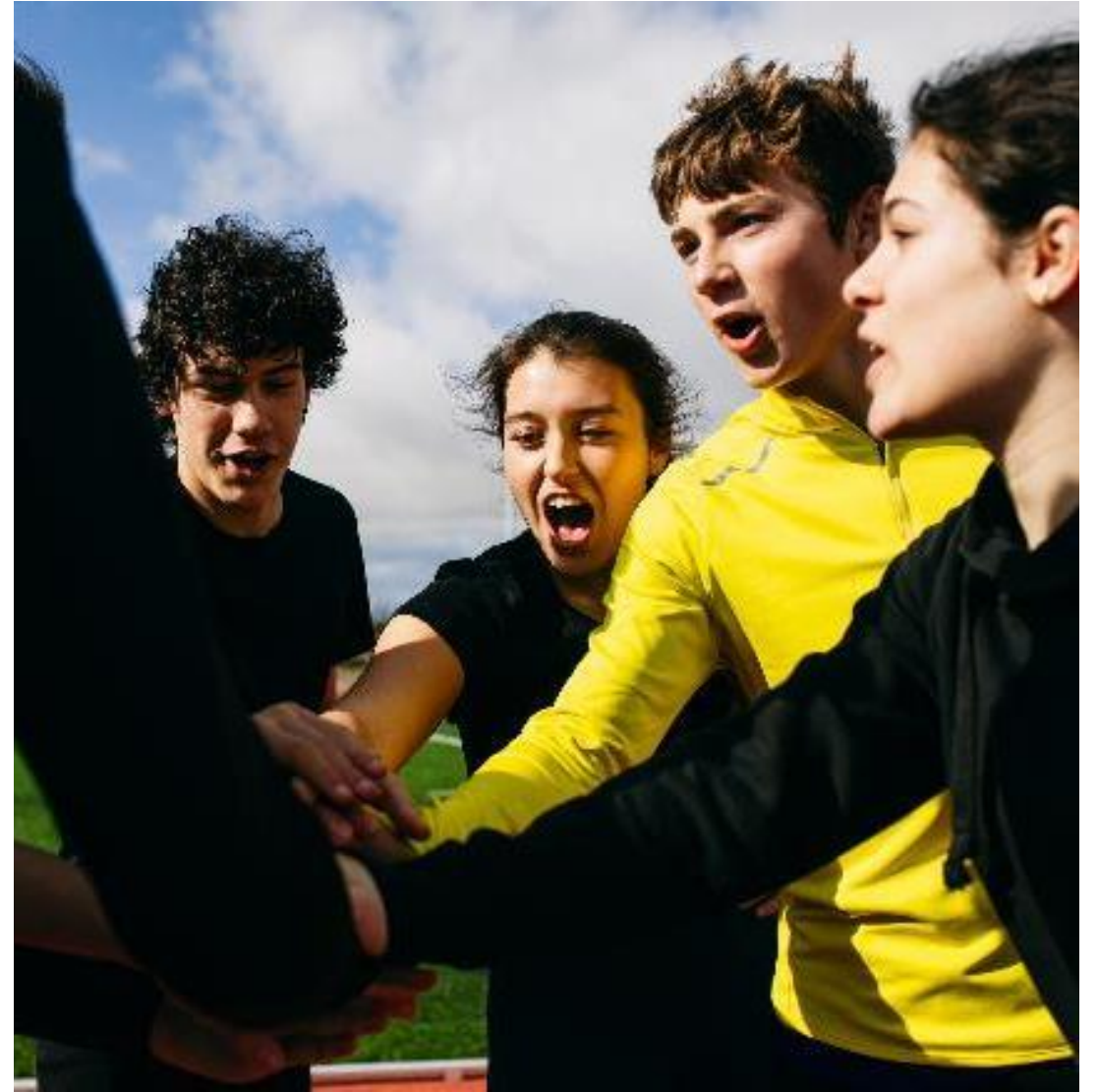
45 – 74 | Your team needs to re-establish your GRPI. It is best to involve your whole team in this conversation and to ensure that all voices are heard.

1 – 44 | Your team is in a full – fledged crisis. It is likely that there are various challenges contributing to this score. Work with your sponsor to diagnose what are the critical issues to resolve.

Sharing

Instruction

- Each person will share their GRPI Data
 1. Observations in the team interactions & behaviours
 2. Hypothesis drawn on this data
- Group members can clarify...
 - How are these scenarios **Same and/or Different** from the scenarios from Team TenaCity?



Discussion

Instruction

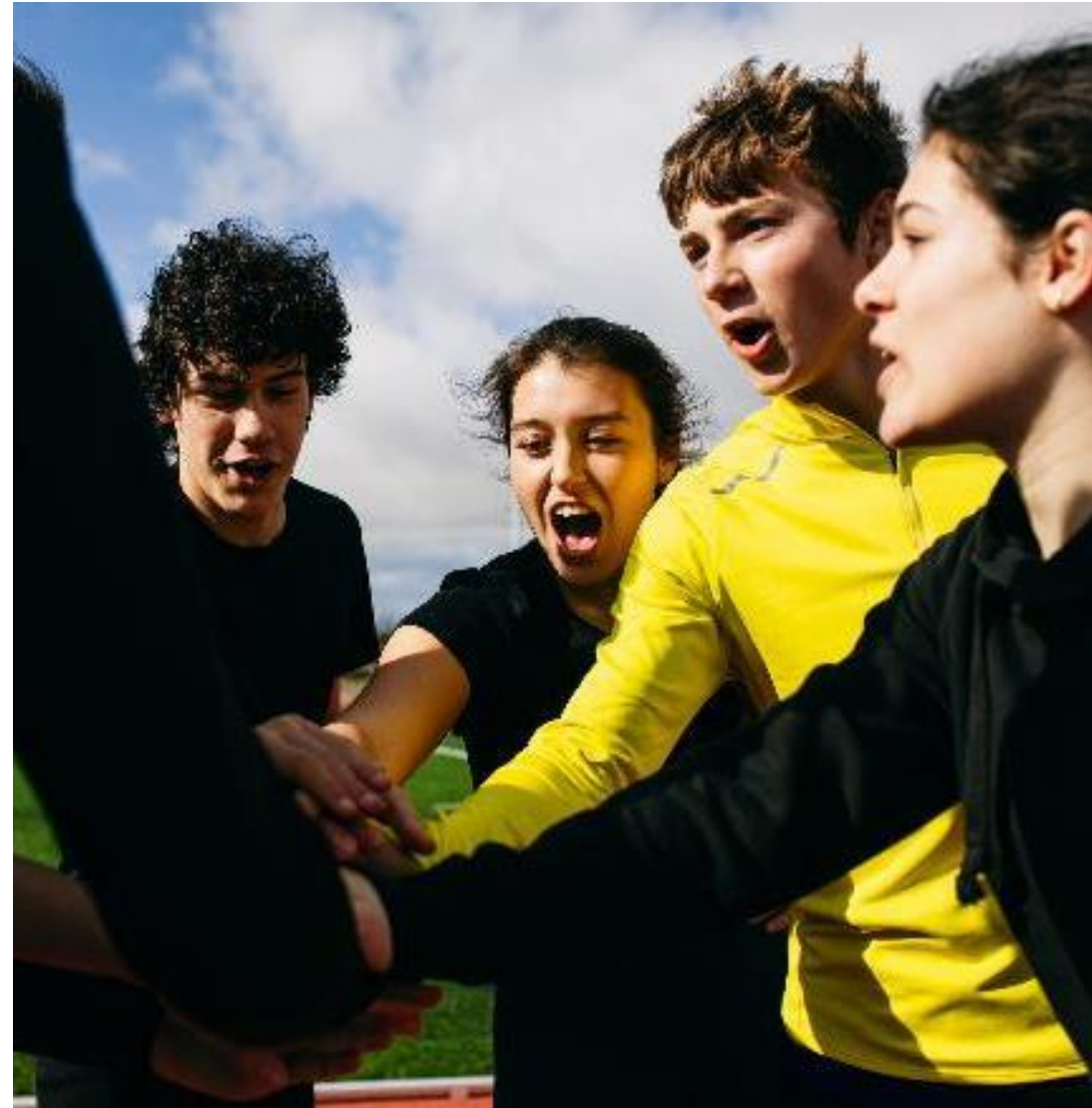
- **Pick one team challenge**

Or

- **Pick a basket of issues across teams**

Group Discuss:

- What strategies you have picked up from Team Tenacity that you can apply?
- What other ideas sparked off for you?
- What is practical and realistic?
- What is 1 practical step to initiate the right conditions for success for my team?





Checking Out

1. What is 1 thing I can offer to support the team to become more flourishing?
2. What is 1 thing I need from my team to give me energy for the team?

End



What is an Effective Team?

3 Key Outcomes of Effective Team. Great teams:

1. **Perform.** Meets or exceeds team's client(s)/stakeholder(s') expectations & deliver outcomes
2. **Get better over time (Learn).** Ongoing reflection & learning from their work and processes. Pivot and develop practices that enable them to be more effective and agile
3. **Contribute positively to the learning, growth and wellbeing of team members.** - Members' experience personal/ intellectual growth, greater resourcefulness and engagement from being part of the team



Source: Richard Hackman, Ruth Wageman and colleagues from Harvard University; see also 6 Team Conditions

(www.6teamconditions.com) and *Senior Leadership Teams – What it takes to make them great* by Wageman, Nunes, Burruss & Hackman (2008)



Team Tenacity Game x Conversation Mode

Please feel free to adapt!



GAME OBJECTIVE

Team TenaCity is a serious game crafted to enhance team relationships and resilience within intact teams across the Singapore Public Service. To achieve victory, players must work together to construct all buildings shown on the Location cards, while engaging in conversations to foster better understanding of one another.



Five-Step Setup Under 5 Min

1

Shuffle & Place Decks

2

Draw Strategy Cards

3

Draw Location Cards

4

Pick a Role

5

Determine Start Player



Five-Step Setup Under 5 Min

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Draw 5 Strategy Cards.
Always refill Strategy cards to 5.

Five-Step Setup Under 5 Min

1

Shuffle & Place Decks



2

Draw Strategy Cards



3

Draw Location Cards



4

Pick a Role

5

Determine Start Player

Shuffle and draw random Location cards according to the table below.

No. of Players	No. of Location Cards to Draw
3 to 4	2
5 to 6	3
7 to 8	4

Maximum of 7 Resource cards at any time; discard extras immediately.

To build, move to the target location, discard the Resource cards indicated on the Location card, and place a house token to complete the construction.

Five-Step Setup Under 5 Min

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Shuffle & Place Decks

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Draw Strategy Cards

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Pick a Role

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Determine Start Player



Each player chooses a role card, unlocking a personal superpower.

Five-Step Setup Under 5 Min

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Shuffle & Place Decks

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Draw Location Cards

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Pick a Role

5

Determine Start Player



Place player tokens on starting location. Your starting tile on the board is the location nearest your home. The player who travels the furthest from home to office goes first. Play proceeds clockwise. Begin play.

Turn Structure at a Glance



1. Draw Event

Draw an Event card.



2. Take Actions (≤ 3)

Move, Build, Give Resource, or Use Superpower. Refill Strategy hand to 5.



3. Resource Limit

Max 7 Resource cards. Discard excess.

Four Action Choices Explained



Move

Move 1 tile.



Build

Be on location, discard listed Resources, place house.



Give

Transfer 1 Resource to teammate on same tile.



Superpower

Read your role card (once-per-game or unlimited).

Building is the only way to win, but you can't do it alone—you'll need to negotiate.



Events & Scenarios



Event Card Categories

The Event deck is the heart of the game's tension.
It creates the narrative and drives interaction.



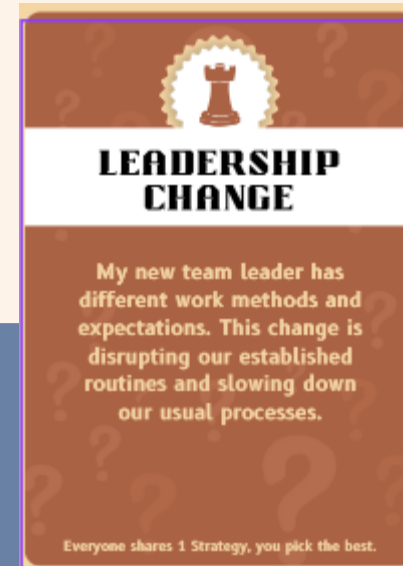
Positive Moment

Whole table does a task, each draws 1 Resource.



Scenario

Share feelings, crowd-source Strategy, reward the best idea. Creates the deepest 'aha' moments.



Crisis

Persistent rule, stackable, cancels only when duration ends.



Scenario Walk-Through

This is where the magic happens. A single card can spark deep reflection and team learning.



1. The player reads the scenario and shares how it makes them feel.



2. Invite team members to contribute 1 suitable Strategy card each, placing them face-down. The Player shuffles the contributed cards and selects the best strategy, explaining their choice.



3. Reward: The Player draws 1 Resource card, while the contributor of the chosen Strategy card draws 2 Resource cards. Discard Event and all contributed Strategy cards.
Replenish Strategy cards on hand to 5.



Winning





VICTORY

All Location buildings are
completed.

VS



LOSS

The Event deck runs out.



Resources





KangDeckMaster

PREMIUM CARD BUILDER

Play

Create

Daily Wellbeing



“

Take a deep breath.
Hold for 4 seconds.

TAP TO FLIP





**Team
TenaCity
HomePage**



**Team
TenaCity
Walkthrough**



**Conversation
Mode Sample
Workshop
Scaffold Slides**

