Smart Games for Smarter Learning

HOLE IN ONE

Optimizing Your Team: Clinical

Using your team strengths in this specialized learning activity

As a result of participating in this activity, learners will:

1. Collaborate as a team to complete an assignment together.
2. Organize the team around members' strengths and utilize them.
3. Support team members who struggle with a task essential to team success through valuable feedback and coaching.



Image: Six plastic drinking cups placed in a triangle shape with a ball being tossed into one of

Sometimes the success of the team depends on each member contributing to a final outcome. Not all team members are equally capable for a variety of reasons. In this activity, team members must support and encourage others to achieve team success!

Materials:

Plastic drinking cups and Ping pong balls

Instructions

1. Assemble students into teams of 5-6 using some method to ensure diversity/interprofessionalism on each team. Each team is to complete two tasks in sequence to complete this activity.
2. The team is given six plastic drinking cups and a handful of ping pong balls.
3. The team may agree to set up the cups on the table in any configuration they choose with the open end of the cups facing up, and with the surface of the table (with approximately three feet from the table edge to the closest cup) available to bounce the balls prior to their landing in the cup. Once the configuration is established and the activity has begun, the team may not change the position of the cups.
4. Each team member is required to get at least one ball into one of the cups. The ball must bounce once on the table before going into the cup. The game ends when all cups have at least one ball in them. The team must satisfy both conditions to win.

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Better.Teams@Rosalindfranklin.edu

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Lesson	Debrief Questions	Clinical Application	Bloom's Taxonomy	TeamSTEPPS™ Domain	IPEC Competencies
Team Membership: Belonging to a team means that members must sometimes do tasks that are unfamiliar or uncomfortable for the benefit of the team as a whole. That may additionally lead to team members becoming reluctant to continue to participate.	1. What went well? 2. What did team members appreciate about how others on their team behaved, particularly if some struggled to complete the task? 3. How did you feel about your own contribution to the team's successes?	In patient care we are often presented with patient illnesses with which we are unfamiliar. 1. How do we approach these as an individual? Why might a team approach work better? 2. As a team, what behaviors can we encourage to keep team members from being reluctant to participate?	Analyze / Apply Evaluate / Create	Leadership Communication	Values & Ethics Roles & Responsibilities Communication Teams & Teamwork
Mutual Support: What looks to some like an easy task to some can be very difficult for others, particularly with naïve tasks. Helping your team to succeed often requires that you encourage members, and may mean that you share your experience with them. You depend on them to succeed for the sake of the team, while they depend on you to help them accomplish the task.	1. How did team members encourage you (if at all) to complete your required part of the challenge? 2. How did your team allocate responsibility for completing the challenge? Was it on a strength-based model or some other form of assignment of responsibility? 3. What should teams do when they realize that one or more members may be struggling? Is it legitimate for them to change expectations of team members part way through the task?	Your patient requires intubation (or another complex procedure). As a resident, you have done this twice with guidance from an attending. This time a new attending gives you no information. You struggle for a minute or two without success and then the attending pushes you out of the way and does it herself. 1. How could you have handled this differently? 2. How could the attending have handled it differently? 3. How could the other team members supported you?	Analyze / Apply Evaluate / Create	Leadership Communication Mutual Support	Values & Ethics Roles & Responsibilities Communication Teams & Teamwork
Situation Monitoring: Paying attention to the "big picture" is essential so that "no ball is dropped" in accomplishing goals. While the individual focuses on success, they must also be aware of the team's overall performance so that no detail is missed.	In our culture, we tend to focus on individual performance, yet on a collaborative team, members win or lose as a unit. 1. How can leaders ensure that all team members are fully participating at the top of their skill level? What can be done if it is seen that a member has begun to hold back or withdraw? 2. Who is responsible for team successes in a team where leadership is situational, rotational, or fluid?	Surgery is an example of where one provider is the "leader" but there are many "supporting" roles. 1. What would happen to the patient if the other necessary roles were not filled? 2. What would/could cause the "leadership" to change from the surgeon to another provider? 3. You notice an important detail the surgeon overlooked? Do you address this? How?	Analyze / Apply Evaluate / Create	Communication Situation Monitoring	Values & Ethics Roles & Responsibilities Communication Teams & Teamwork

For additional information about Debriefing, please refer to the ***Rosalind Franklin University of Medicine and Science Smart Games for Smarter Learning Debriefing Guide Supplement.***

References:

Department of Health and Human Services, Agency for Healthcare Research and Quality, & Department of Defense. (Year of publication/last update). *TeamSTEPPS: Team Strategies and Tools to Enhance Performance and Patient Safety.* [Description of material, e.g., Curriculum, Toolkit, Webpage]. Retrieved from https://www.ahrq.gov/teamstepps-program/index.html

Interprofessional Education Collaborative. (2023). *IPEC Core Competencies for Interprofessional Collaborative Practice: Version 3*. Interprofessional Education Collaborative. https://www.ipecollaborative.org/assets/core-competencies/IPEC_Core_Competencies_Version_3_2023.pdf

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