



**P**aper Scrapers<sup>®</sup> is a fun, structured, small team experience that enables the exploration of individual and team approaches to project development, design, and implementation. From the simulation, participants learn the value of creativity, planning, and implementation, and they experience the challenge of selling a project.

### Using the *Paper Scrapers*<sup>®</sup> simulation:

- **Emphasizes** the value of careful planning prior to implementation
- **Highlights** the necessity of good communication and decision making
- **Enables** participants to understand and value the need to communicate and sell ideas
- **Explores** the total process of designing, implementing and selling a project
- **Helps** participants appreciate the value of the diverse contributions of team members
- **Confronts** tradeoffs between creativity and implementation
- **Examines** the differences in how people deal with rules, regulations and structure

### *Paper Scrapers*<sup>®</sup> is an interactive simulation that:

- **Explores** the use of different team talents in different stages of a project
- **Creates** opportunities for individuals and groups to stretch themselves creatively
- **Helps** a team identify the impact of competition on project implementation
- **Examines** the fun and frustration of team problem solving and collaboration
- **Investigates** how teams use available resources

***Paper Scrapers*<sup>®</sup>**  
Explore project development, design, and implementation

## The Simulation

**P**aper Scrapers® allows multiple teams with 4 to 9 participants each to design and build a tower from materials supplied.

Teams compete against one another to create the greatest Paper Scraper. The finished tower must meet certain criteria, but the group votes on the best design as a whole. Selling the tower's concept, features and other attributes is critical to completing the task.

Individual and team preferences affect the design and implementation of the project. These interactions create opportunities for reflection and learning during the debriefing session.

The simulation provides rich opportunities for individuals to explore their own job-related challenges in a non-threatening environment.

Appropriate for up to 100 participants in groups of 4 to 9

*“Paper Scrapers® is a powerful and fun simulation that teaches planning, execution and teamwork. I have used this activity with groups for years because participants are able to walk away with new insights and behaviors they can immediately apply on the job.”*

- Steve Sutton  
Group Training Manager  
K. Hovnanian Homes



## Materials

### Supply Kit contains:

- Materials needed to build a Paper Scraper in a small group
- Step-by-step participant instructions
- Group ballot for voting process

### Facilitator Guide provides:

- Instructions for conducting and debriefing the simulation
- A reprintable copy of wall letters that can be used to place participants in groups
- A reprintable copy of Special Announcements that can be introduced into the simulation as change elements

*Paper Scrapers® works well with:  
Change Style Indicator®  
Decision Style Profile®*