



BUILDING YOUR TEAM

A TEAM-BUILDING ACTIVITY GUIDE

FACILITATOR'S GUIDE

MINEFIELD TEAM BUILDING GAME

The Ultimate Team Communication Challenge

A blindfolded obstacle course that teaches teams the difference between shouting louder and communicating with clarity.

Building Your Team
buildingyourteam.com

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EXECUTIVE SUMMARY

Why the Minefield Game Works

The Minefield Team Building Game is a high-stakes communication activity that mirrors the real-world challenge of “signal vs. noise.”

One blindfolded participant, the Traveler, must navigate a floor scattered with obstacles while relying exclusively on teammates' verbal guidance. Because several teams run the exercise at once, the room fills with competing shouted instructions — environmental chaos that demonstrates how the clarity of the message matters more than the volume behind it. This paper walks a facilitator through the materials, setup, rules, and debrief questions needed to run the activity, along with a charity-focused variation, Amazing Builders, developed by Leader's Institute®.

2–4

people per team for full engagement

25

spot markers (“mines”) per minefield

15×15

feet of open floor space required

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SECTION 01

What You'll Need



Each minefield requires only a handful of low-cost materials.

- **Gaffer tape** to mark the boundary.
- **Spot markers** — 25 per minefield — to serve as the “mines.”
- **Sleep masks**, one per team, to blindfold the Traveler.
- **15 ft × 15 ft of open floor space** per minefield.

In smaller groups, water bottles, paper plates, or office furniture can substitute for professional spot markers.

RECOMMENDED EQUIPMENT

[Gaffer Tape](#) · [Spot Markers](#) · [Sleep Masks](#)

Setting Up the Minefield



Layout and team size both shape how much the exercise forces teams to adapt.

1 Mark the boundary

Use gaffer tape to mark a large rectangular boundary on the floor.

2 Scatter the mines

Scatter the spot markers randomly inside the rectangle. Ensure there are enough “mines” to make a straight path impossible, but leave enough space for a person to step safely between them.

3 Form the teams

Optimal teams consist of 2 to 4 people to keep everyone actively engaged. In larger groups, assign idle members to monitor other teams and provide humorous “gameshow wrong answer” sound effects when a team hits an obstacle. For groups exceeding 30 participants, set up multiple minefields to maintain energy and prevent bottlenecks.

Running the Activity



The goal of the standard version is to get every member of the team through the minefield and safely to the other side.

One person serves as the Traveler while the rest of the team acts as Navigators from outside the boundary tape. If the Traveler touches any obstacle, they are “out.” They must remove the blindfold, return to the start, and wait for their next turn while a teammate attempts the crossing. Rotate the Navigator role with each new Traveler so that everyone engages.

THE CRITICAL RULE

Navigators are strictly forbidden from using the Traveler's name.

This constraint forces teams to develop alternative communication strategies once competing voices from every other team create environmental noise. The exercise's real value emerges when teams experience the frustration of the noise and figure out how to harmonize their communication on their own.

The facilitator acts as referee throughout — watching for touched obstacles and enforcing the no-name rule.

Debrief and Takeaways



The debrief is where the game turns into a lesson about the workplace.

Ask Travelers how they were able to hear their partner when twenty other people were screaming the exact same instructions. Connect the answer to daily workplace realities — the emails, Slack notifications, and shifting priorities that create their own version of the noise inside the minefield.

When the environment is chaotic, the team that communicates with the most clarity and consistency wins.

It moves the conversation from “we need to talk more” to “we need to communicate with more focus.”

Charity Adaptation: Amazing Builders



A philanthropic variation raises the stakes and adds a giving component.

DEVELOPED BY LEADER'S INSTITUTE®

Amazing Builders uses larger teams of 6 to 8 people. Instead of simply crossing the space, blindfolded Travelers retrieve specific items from a shopping list for charitable donation. The rules stay the same — touching an obstacle means the Traveler drops their items and returns to the end of the line.

The adaptation turns a communication exercise into a high-stakes mission with a philanthropic “Wow!” factor at the end. It is an excellent way to conclude a multi-day meeting on an emotional high note.

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ABOUT



Building Your Team is a division of The Leaders Institute®, the company that pioneered the Build-A-Bike® charity team-building activity in 2005. Building Your Team publishes practical, field-tested team-building activities and facilitation guides for corporate meeting planners, HR leaders, and event professionals.

Want us to facilitate this activity for your group?

Talk with our team about running Minefield, Amazing Builders, or another team-building activity at your next meeting.

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