



Teamwork & Leadership

Relevant escape room scenario & project resource	This activity is designed to be embedded in educational escape room scenarios that require coordinated group effort to progress. It is especially suitable for moments in the escape room where tasks cannot be solved individually and success depends on cooperation, communication, and shared responsibility.
Target group & needs	Age: 15-25 years Group size: 4-6 participants per team Previous experience: No prior experience required Context: Youth work, entrepreneurship education, team-building sessions, non-formal learning activities
Duration	60-75 minutes (incl. briefing, activity, and debriefing)
Target competence areas	• EntreComp: Working with others; mobilising others • DigComp: Communication and collaboration (basic) • Transversal: Teamwork, leadership awareness, interpersonal skills
Objectives	By the end of the activity, participants will be able to: • Work collaboratively towards a shared goal • Understand and apply different team roles during problem-solving • Communicate effectively within a group



	• Reflect on leadership styles and group dynamics • Recognise the value of cooperation in entrepreneurial and learning contexts
Materials & equipment	• Printed task cards requiring cooperation • Role cards (coordinator, communicator, observer, solver) • Pens, paper, sticky notes • Locked box or digital lock • Timer (used only for pacing, not pressure)
Useful resources	• Belbin Team Roles: Belbin's model identifies nine distinctive team roles, supporting reflection on group dynamics and strengths. Trainers can use this resource to design role-based escape-room tasks (leader, coordinator, analyst, implementer) and to support structured debriefing on teamwork. • Toolkit for Young Leaders (YALTA project): Provides practical insights and examples of teamwork and leadership in youth contexts. Offers methods that trainers can adapt in escape-room design to emphasise collaboration and shared roles. Supports reflection and development of leadership competences within group challenges.
Setup	• Arrange the space so participants can sit or stand in a circle or around a shared table. • Prepare cooperative puzzles that require input from multiple participants.



	• Assign or allow teams to choose roles at the beginning of the activity. • Explain that success depends on shared effort, not individual speed.
Step-by-step instructions	1. Introduction and role assignment (10 minutes) Explain the importance of teamwork and leadership in escape rooms. Introduce possible roles and let teams assign them. 2. Collaborative challenge phase (25-30 minutes) Teams solve a series of puzzles that require: - Sharing information - Coordinating actions - Listening to different perspectives Each puzzle can only be solved if all members contribute. 3. Leadership rotation (optional - 5 minutes) Midway through the activity, ask teams to rotate roles to experience different responsibilities. 4. Final cooperative task (10 minutes) Teams combine outcomes from earlier puzzles to unlock the final clue or box.
Debriefing questions	• Which roles felt most comfortable or challenging for you? • How did your team communicate during the activity? • What leadership behaviours helped the group succeed?



	• How can these teamwork skills be applied in entrepreneurship or daily life?
Assessment & evaluation	The trainer observes and evaluates: • Level of participation from all team members • Quality of communication and cooperation • Ability to share responsibility • Reflection quality during the debrief Assessment is qualitative and based on observation and discussion.
Variations & adaptation	• Smaller groups: Reduce the number of roles and puzzles. • Inclusive adaptation: Use visual role cards, clear instructions, and flexible participation modes. • Online version: Use breakout rooms and shared digital documents or boards.
Trainer tips	• Encourage quieter participants to take active roles. • Avoid stepping in too quickly - let teams manage dynamics themselves. • Use the debriefing to highlight positive behaviours rather than mistakes. • Emphasise that leadership can be shared and situational.
References & further readings	• Collaborative Learning Explained (University of Queensland): A concise explanation of collaborative learning principles, roles, and benefits, useful for grounding the activity in educational theory.



- [SALTO-YOUTH: Teamwork & Leadership Resources:](#)

A curated collection of non-formal education resources on teamwork, group processes, and leadership, widely used in youth work and Erasmus+ projects.



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