



Interference: Teach your team to be on guard!

It is not unusual if you, as a Team Manager, worry about Interference. You may worry that you are unintentionally or subconsciously “leading” your team, you may worry that your team members’ parents are giving them assistance outside of team meetings, you may worry about the siblings of your team members giving them ideas, and on and on.

How can you best protect your team (and their Challenge solution) from unwanted Interference?

Teach them to be alert, aware and on guard!

Some things you can do to help your team guard against Interference are:

- **Make sure your team knows and understands what Interference is.** Take some time at a meeting to read the section on Interference in *Rules of the Road* together as a team. Also, make a copy of the Declaration of Independence for each team member. Read through it together and make sure everyone understands they will be signing it before the Tournament.
- **Have the team create a letter or poster to give to their parents that reminds them not to interfere.** Let the TEAM create this reminder; it will have more impact with parents. Some teams do this and post the message on their refrigerators at home as a constant reminder to their parents and siblings.
- **Use the following Role Plays** with your team to practice helping them handle cases of unwanted Interference. First run through the Role Play, then have the team role play again, this time with the team **on guard**, politely but firmly refusing the Interference.

Role Play 1:

Situation: Team member is trying to finish work on a difficult prop. It’s getting late at night, and it’s time for the team member to go to bed. Parent offers to finish the prop for the team member.

Part 1: Role Play this situation

Part 2: Role play this situation with the **team member on guard** against Interference.

Role Play 2:

Situation: Team member needs to use a power tool. Parent insists on doing it him/herself.

Part 1: Role Play this situation

Part 2: Role play this situation with the **team member on guard** against Interference.

Role Play 3:

Situation: Team is practicing skit. Team Manager acts as director, giving stage directions (i.e. reminding team to speak louder, stand differently, when to enter, exit, etc.).

Part 1: Role Play this situation

Part 2: Role play this situation with the **team members on guard** against Interference.

Role Play 4:

Situation: The team wishes to learn to sew so that they can make costumes. The Team Manager brings a resource person to teach the team to sew. The resource person insists on actually doing the sewing of the costumes.

Part 1: Role Play this situation

Part 2: Role play this situation with the **team members on guard** against Interference.

Role Play 5:

Situation: At the Tournament, the team is getting the props and costumes ready. An Team Manager or Parent begins to repair a broken prop.

Part 1: Role Play this situation

Part 2: Role play this situation with the **team members on guard** against Interference.

Role Play 6:

Situation: At the Tournament, the team goes to see where they will be performing. The Team Manager tells each team member what he/she should do when time begins.

Part 1: Role Play this situation

Part 2: Role play this situation with the **team members on guard** against Interference.

Role Play 7:

Situation: A team member comes to a meeting with a finished prop or script that he/she was supposed to create. However, the team knows that the team member did not make the prop (or write the script) him/herself. They know the team member had help on it from someone outside the team.

Part 1: Role Play this situation

Part 2: Role play this situation with the **team members on guard** against Interference.

Role Play 8:

Situation: At the Tournament the team is in the Instant Challenge competition room working on their Instant Challenge. The Team Manager, who is not supposed to communicate with the team in any way, begins to cough and gesture in order to get the team's attention.

Part 1: Role Play this situation

Part 2: Role play this situation with the **team members on guard** against Interference.

Role Play 9:

Situation: At a team meeting, a parent who has come to help the Team Manager keeps making suggestions to the team members about the things they are working on. The Team Manager tries to get the parent to stop doing this, but he/she doesn't listen.

Part 1: Role Play this situation

Part 2: Role play this situation with the **team members on guard** against Interference.

Role Play 10:

Situation: At a team meeting, the team is generating ideas for their skit. The Team Manager really likes one of the ideas, but the team likes a different idea. The Team Manager keeps trying to steer the team towards his/her favorite idea.

Part 1: Role Play this situation

Part 2: Role play this situation with the **team members on guard** against Interference.

After role playing, debrief with the team.

- Have a team discussion about other ways they can guard against Interference.
- Ask your team members if they feel more aware of Interference.
- Ask them if they are more comfortable finding the right words to stop Interference.
- Remind them to ALWAYS be polite when refusing Interference.