**The Hot Seat**

Your executive team will get practice being in the hot seat with this fun Q&A session starting activity.

| Type | Icebreaker |
| --- | --- |
| Purpose | Interpersonal team building |
| Topics | Teambuilding, communication, creativity, fun, humor, resilience |
| Audience | Executives |

## **About this activity**

Summary

The ability to handle pressure at work is a key skill for executives. According to a survey conducted by the American Psychological Association, 61% of workers reported that they feel stressed on the job. But when companies take the time to train their teams on how to cope with stressful situations, their stress level decreases by 20%.

In this activity, executives will be put to the test as they take a turn in The Hot Seat. Leaders will face their fear of the unknown and experience humor as an effective stress-management technique that builds resilience at work and within high-performing teams.

The Hot Seat is an activity geared to executive and leadership groups of all sizes in an in-person meeting or workshop environment.

#### Important details

| Best for groups of | Any size |
| --- | --- |
| Preparation time | 5 minutes |
| Duration | 20 minutes |
| Required materials | * Hot Seat questions * Scissors * Hat or box for drawing * Chair to use as the “hot seat” * Microphone, if a large room * Participant prizes (optional) |
| Required location | * Indoor or outdoors |
| Noise level | High |

## **How it works**

#### Instructions

Before conducting the activity (2 minutes):

The facilitator should read the activity instructions and place a chair on stage or in the front of the room to serve as the “hot seat”. If it is a large room, the facilitator should have access to a microphone.

The facilitator should cut out the questions and place them in the drawing box or hat.

Conducting the activity:

Introduction (2 minutes):

The facilitator will ask participants if they’ve ever felt as though they’ve been in the hot seat as leaders. The facilitator should joke that this will feel familiar and warns the audience that they will be playing a game in which executives sit in the hot seat and are asked hard questions. The facilitator should really build a nervous sense of anticipation in the audience for what types of questions will be asked.

“Hot Seat” game (15 minutes):

The facilitator should ask for a volunteer to come up and sit in the hot seat. If no one volunteers, the facilitator should select a volunteer. The participant should introduce themselves and the facilitator should ask the participant to draw a question from the hat or box. The participant must answer the question within 30 seconds and the audience should be encouraged to audibly participate—clap, cheer, laugh, etc— in response to the participant’s answer.

The game continues in the same manner for 15 minutes, or whatever time limit is set.

Wrap-Up (3 minutes):

The facilitator should call all participants to the front of the room and present a small, humorous prize such as “Hot Tamales” or “Fireballs” along with a serious prize such as a gift card or company-branded items to each person that was willing to face their fear and sit in the hot seat.

#### Rules

Audience participation should be appropriate—no harassment or mean-spirited comments. Remember, this is all for fun!

## **Materials**

#### For facilitator

Question handout

Hat or box for drawing

Scissors

Small prizes

#### For attendee

None