

// THE PIT STOP CHALLENGE

Leadership • Communication • Quality • Improvement

Team Performance Experience



FREE PLANNING GUIDE

The Team Performance Under Pressure Planning Guide

A practical guide for HR, L&D, and operations leaders who want to strengthen communication, coordination, quality, and continuous improvement.

Use this guide to:

- Assess how your team responds when the pace increases
- Choose the workplace behaviors you want to strengthen
- Preview the three-round learning experience
- Prepare an internal conversation about bringing the challenge to your team

THE FUN GETS ATTENTION. THE PRACTICE IS THE POINT.

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01 TEAM READINESS

What happens when the pace increases?

Rate each statement from 1 to 5. Use your first honest reaction. This is a conversation starter, not a validated assessment.

Team behavior	1	2	3	4	5
Roles remain clear when priorities shift or time becomes limited.	☐	☐	☐	☐	☐
Important messages are acknowledged and confirmed.	☐	☐	☐	☐	☐
Handoffs include the information the next person actually needs.	☐	☐	☐	☐	☐
Team members raise concerns before a quality problem grows.	☐	☐	☐	☐	☐
Speed and quality are treated as shared requirements.	☐	☐	☐	☐	☐
Decisions are made by the right person at the right time.	☐	☐	☐	☐	☐
The team follows an agreed process when the work becomes busy.	☐	☐	☐	☐	☐
People can identify where delays, defects, and rework begin.	☐	☐	☐	☐	☐
The team tests improvement ideas using observable results.	☐	☐	☐	☐	☐
Leaders reinforce better habits after the immediate pressure passes.	☐	☐	☐	☐	☐

10-24

Immediate opportunity

Pressure is exposing gaps that deserve focused discussion.

25-39

Meaningful opportunity

The team has strengths, but important habits are inconsistent.

40-50

Strong foundation

Use the challenge to test adaptability and reinforce what works.

02 EXPERIENCE MODEL

What the challenge makes visible

The goal is not to judge personalities. The goal is to observe team behaviors, improve the process, and practice a stronger response together.

ROLE CLARITY

Who owns each task, decision, handoff, and quality check?

COMMUNICATION

Are messages clear, acknowledged, and useful to the next person?

QUALITY

Does the team protect the standard when the clock creates pressure?

IMPROVEMENT

Can the team learn from results and make a better second attempt?

The three-round learning cycle

1

BASELINE

Use the team's natural approach and capture the starting result.

2

IMPROVE

Redesign roles, communication, handoffs, and quality checks.

3

ADAPT

Respond to a changed condition without losing the improved process.

What gets measured

- Completion time
- Quality requirements passed
- Defects and rework
- Handoff errors
- Process adherence
- Improvement between rounds

03 SAMPLE EXPERIENCE

A buyer-ready 3.5-hour workshop

This sample format balances active participation, short skill lessons, measurable improvement, and workplace application. Timing can be adjusted after the sponsor planning call.

Start	Module	What happens
0:00	Welcome and safety	Objectives, expectations, workplace context, and safe participation.
0:15	Crew briefing	Roles, performance requirements, quality standards, and scoring.
0:30	Round 1: Baseline	Plan and perform using the team's natural approach.
0:55	After action review	Identify what helped, what failed, and where performance was lost.
1:15	Team performance skills lab	Practice role clarity, closed-loop communication, handoffs, and quality checks.
1:35	Break	Reset the room and prepare for the improvement round.
1:45	Process redesign	Create a better process using standard work and Plan-Do-Check-Act.
2:05	Round 2: Improve	Test the redesigned process and compare results.
2:25	Performance review	Review time, quality, defects, rework, and team observations.
2:40	Round 3: Adapt	Respond to one changed condition while protecting the process.
3:00	Workplace transfer	Connect the experience to real meetings, handoffs, and deadlines.
3:20	Commit and close	Choose one behavior to continue and one improvement to test.

Included in a professional engagement

- ✓ Sponsor planning call and objective alignment
- ✓ Facilitation, equipment, role cards, and team worksheets
- ✓ Aggregate results and observed improvement themes
- ✓ Workplace action plan and manager reinforcement guide

04 SESSION PLANNER

Start shaping the right experience for your team

You do not need every answer before reaching out. These prompts help you identify the people, behaviors, and workplace situations that matter most.

Organization

Primary contact

Team or department

Estimated group size

Choose the two outcomes that matter most

☐ Role clarity☐ Communication under pressure☐ Reliable handoffs☐ Quality and error prevention☐ Decision making☐ Accountability☐ Continuous improvement☐ Adaptability when conditions change

Where does pressure show up in your team's real work?

A meeting, handoff, deadline, or customer situation we want to improve:

A behavior we want to see more consistently:

A quality, rework, or communication issue that creates frustration:

Practical considerations

Preferred date or planning window**Location****Available session length****Approver or sponsor**

Your starting brief

We want to help our team improve _____
when _____ creates pressure.

05 INTERNAL CONVERSATION

Help the right people picture the value

Use this page to explain the experience to a manager, HR partner, L&D leader, site leader, or budget approver.

THE ONE-SENTENCE EXPLANATION

The Pit Stop Challenge is a facilitated team performance experience where people practice communication, coordination, quality, and continuous improvement under time pressure, then connect the lessons directly to work.

Why it is more than team building

- ☒ Participants practice observable workplace behaviors.
- ☒ Teams compare baseline and improved performance.
- ☒ Quality and rework matter alongside speed.
- ☒ The debrief connects the experience to real work.
- ☒ Participants leave with an improvement commitment.

Questions to discuss internally

- ☐ Which team would benefit most?
- ☐ What behavior should improve?
- ☐ Who should participate together?
- ☐ What would make the session successful?
- ☐ Who should sponsor the follow-through?

Ready to explore the fit?

Send the completed planning page or a short description of your team. We will use a brief conversation to confirm the goals, group size, format, and next step.



PLAN YOUR PIT STOP CHALLENGE

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