

# TEAMWORK BENEFITS

14.05.2006

## TEAMWORK BENEFIT DESCRIPTIONS

Here is the format for teamwork benefit descriptions.

### BENEFIT NAME [SOURCE, PAGE]

Description of what the benefit does or represents.

**Training:** A brief description of the training procedure required to acquire the benefit. The task leader coordinates the training.

**Task Leader Prerequisite:** A base attack bonus, a feat or feats, a minimum number of ranks in one or more skills, a class feature, or some other requirement that at least one character on the team must have in order for the team to acquire this benefit. This entry is absent if a teamwork benefit has no task leader prerequisite. A benefit can have more than one task leader prerequisite; all task leader prerequisites for a particular benefit must be met by the same character.

**Team Member Prerequisites:** These requirements must be met by every member of the team in order for the team to acquire this benefit. This entry is absent if a teamwork benefit has no team member prerequisite. If another teamwork benefit is given as a team member prerequisite, all members of the team must qualify for the prerequisite teamwork benefit before the new benefit can be acquired.

**Benefit:** What the teamwork benefit enables the team members to do.

**Tips:** Advice for players and DMs using this teamwork benefit.

### AWARENESS [PHB II, 159]

Your team knows where to look and what to listen for to anticipate ambushes.

**Training:** To train for this benefit, you and your teammates run through scenarios in which half of you set up ambushes to snare the others. Through constant drilling, your team learns to listen for specific sounds and look for random visual clues. By regularly exploring dangerous locales, developing listening skills, and staying alert for the slightest movement, your team gradually develops a routine for examining an area to prevent enemies from getting the drop on the group.

**Task Leader Prerequisite:** Listen 12 ranks and Spot 12 ranks.

**Team Member Prerequisite:** Listen 2 ranks or Spot 2 ranks.

**Benefit:** Every member of the team gains a +2 circumstance bonus on Listen and Spot checks if any other team member is within 30 feet.

**Tips:** When moving into an area with poor lighting, or one that offers plenty of places of opponents to hide, it's best to spread out to the outer extent of this benefit's range. By doing so, your group presents a less attractive target to a hidden spellcaster. For example, if each character is exactly 30 feet (6 squares) away from the task leader, not everyone could be caught in a *fireball* or similar effect.

### CAMP ROUTINE [PHB II, 159]

The regular routine your group has established allows you to set up, watch, and break down camp quickly and efficiently.

**Training:** To develop a camp routine, the team must establish a regular schedule of tasks and responsibilities for each member. For example, one character might set up the tents while another starts the fire and a third prepares the evening meal. Your team must also set up a routine watch

schedule so that everyone knows who goes on watch when, and for how long.

**Task Leader Prerequisite:** Survival 8 ranks or Self-Sufficient.

**Team Member Prerequisite:** Survival 1 rank.

**Benefit:** Your team can set up and break camp with an eye toward defensibility and efficiency. The team member on watch gains a +2 bonus on Spot and Listen checks, and each sleeping team member gains a +4 bonus on Listen checks to hear any sounds within 30 feet.

**Tips:** Be sure to put spellcasters on the first watch or last watch so that they can get enough uninterrupted rest to regain their spells. Your first priority when the party is attacked while you are on watch is to wake up your allies, so you should carry a signal whistle, bell, or similar item.

### CIRCLE OF BLADES [PHB II, 159]

The members of your team can combine their attacks to slice through the defenses of a foe they have surrounded.

**Training:** You and your teammates learn to anticipate each other's attacks and fighting maneuvers. By correctly timing your blows, you can strike at a foe's vulnerable points.

**Task Leader Prerequisite:** Weapon Specialization and base attack bonus +6.

**Team Member Prerequisite:** Sneak attack +1d6.

**Benefit:** Any team member who readies an action to attack when the task leader does gains a +2 bonus on damage rolls against the same target.

**Tips:** The circle of blades teamwork benefit works best against undead, oozes, and other monsters that have immunity to extra damage from sneak attacks.

### CROWDED CHARGE [PHB II, 159]

Because you and your allies know when to step out of each other's way, you can charge even when allies are blocking your path.

**Training:** The members of your team learn to step aside whenever one of them begins a charge.

**Task Leader Prerequisite:** Jump 8 ranks.

**Team Member Prerequisite:** Jump 1 rank.

**Benefit:** Other team members do not block movement for the purpose of determining whether a team member can charge. However, a charging team member must still end her movement in an unoccupied space.

**Tips:** This versatile benefit allows the party's rogue or ranger to scout ahead in a dungeon or other constrained terrain without worrying about blocking a fighter's or barbarian's charge. Furthermore, because the benefit also extends to mounted team members, a paladin can charge on horseback without worrying about trampling her comrades.

### CUNNING AMBUSH [PHB II, 159]

Your team can quickly take advantage of terrain to ambush opponents.

**Training:** The training for this benefit involves studying common environments, running through ambush scenarios, and devising strategies that take advantage of the terrain. Your team must spend a few days in the hills, then in the forest, and then – if possible – in the shifting of the desert.

**Task Leader Prerequisite:** Hide 8 ranks and Listen 8 ranks.

**Team Member Prerequisite:** Hide 1 rank.

**Benefit:** If the team members allow the task leader to prepare their hiding positions, he can make a special Hide check to camouflage them. This check is modified by each team member's armor check penalty and Dexterity rather than the task leader's, and the camouflage effect lasts until

# TEAMWORK BENEFITS

14.05.2006

the team member moves. Hiding a team member in this manner requires 10 minutes of work.

**Tips:** The ambush teamwork benefit is a great way to play smart. Instead of always going after the monsters on their own turf, let them come to you. Try luring monsters into your trap with spells such as *dancing lights* or *major image*. Failing that, buff up the party scout with defensive spells to protect her while she acts as bait.

## CUNNING AMBUSH, IMPROVED

[PHB II, 159]

When you are adequately prepared, your team can set a devastating ambush.

**Training:** Same as for cunning ambush.

**Task Leader Prerequisite:** Hide 12 ranks and Listen 12 ranks.

**Team Member Prerequisite:** Hide 3 ranks and the cunning ambush teamwork benefit.

**Benefit:** During the surprise round, each team member who is not surprised and has been camouflaged (see Cunning Ambush) can take a full round's worth of actions.

**Tips:** As with cunning ambush, this benefit is best used to draw enemies into your trap. To maximize the benefit, try setting up ambushes in favorable terrain, such as forest (which grants a +2 bonus to AC and a +1 bonus on Reflex saves to any character standing in a space occupied by a tree) or a position of higher ground (which grants a +1 bonus on melee attacks). Alternatively, making ranged attacks from the other side of an area that features uncertain footing might discourage enemies from charging you.

## DOOR PROCEDURES [DMG II, 190]

Your team is accomplished at identifying and eliminating traps and other threats at doors.

**Training:** By studying common door traps, practicing listening techniques, and remaining alert for tiny clues that precede a triggered trap, you gradually develop a routine that enables your team to examine a door with minimum risk to the team.

**Task Leader Prerequisite:** Listen 8 ranks, Search 8 ranks.

**Team Member Prerequisite:** Listen 1 rank or Search 1 rank.

**Benefit:** When listening at or searching a door or similar portal, the task leader gains a +1 circumstance bonus on his Listen and Search checks for each team member within 10 feet of the door.

If the task leader chooses to take 20 on a Listen or Search check made at a door, he can do so in half the normal time (as if he had made ten attempts, rather than twenty).

**Tips:** The door procedures teamwork benefit is a good way to quickly adjudicate each door you approach in a dungeon. You can quickly make the rolls and get on with the encounter on the other side. Be ready to make these rolls when you find a closed door in the dungeon. Then make the Listen check or the Search check, and either deal with the trap you find or get ready to open the door.

Keep in mind that you might be able to take 10 or take 20 on these checks.

## EXPERT MOUNTAINEERS [PHB II, 160]

Your team can work together to ascend difficult slopes and sheer surfaces with relative ease.

**Training:** Constant training with expert climbers has made your team comfortable with ascents and descents.

**Task Leader Prerequisite:** Climb 8 ranks and Use Rope 8 ranks.

**Team Member Prerequisite:** Climb 1 rank or Use Rope 1 rank.

**Benefit:** If a team member succeeds on a Climb check, every other team member adjacent to him gains a +2 circumstance bonus on Climb checks made to ascend the same surface. Furthermore, each team member can make an accelerated climb with only a -2 penalty on the Climb check. Finally, a team member can catch a falling comrade by succeeding on a Climb check against the wall's DC (not against the wall's DC + 10).

**Tips:** Using the appropriate climbing equipment makes Climb checks easier. So, to ensure success, invest in pitons to make your own handholds and footholds.

## FEARSOME ROSTER [HoB, 117]

By taunting your enemies and projecting an air of menace, your team can send them fleeing from the field of battle.

**Training:** Intimidating enemies is more than an individual effort once the members of your team have practiced together enough to earn this teamwork benefit. Even in a fight, your collective body language exudes dangerous menace, and each team member responds to comrades' telling blows with war cries and demoralizing taunts.

**Task Leader Prerequisite:** Intimidate 8 ranks.

**Team Member Prerequisite:** Cha 13 or Intimidate 1 rank.

**Benefit:** Enemies who can see at least two members of your team take a penalty on morale checks equal to 1 + one-quarter of the Hit Dice of the lowest-level member of the team.

**Tips:** If your team has acquired this benefit, you should be keenly aware of the conditions that force your enemies to make morale checks. Usually, individuals make morale checks when they fall to half their hit points or less, and the surviving members of units make morale checks when half their original numbers have fallen or fled.

See **MORALE CHECKS**, page 72, *Heroes of Battle*, for more information.

## FIELD MEDIC TRAINING [DMG II, 191]

Your comrades can quickly stabilize grievous wounds so that a fallen ally doesn't succumb to blood loss and trauma.

**Training:** To gain this benefit, your team receives instruction from accomplished healers and practices on the wounded.

**Task Leader Prerequisite:** Heal 8 ranks.

**Team Member Prerequisite:** Heal 1 rank.

**Benefit:** If two team members each attempt to stabilize the same dying creature in the same round, the second attempt automatically succeeds.

**Tips:** The fastest members of the team can reach a fallen comrade most quickly.

## FOE HUNTING [PHB II, 160]

Your team is especially good at tracking down and destroying specific types of creatures.

**Training:** The training for this benefit begins with intensive research on the specific creature type to be hunted. You and your teammates must drill on the various features and traits of the chosen creature until you learn every idiosyncrasy. Finally, the team must stage mock combats so that each of you can learn to take advantage of the target creature's weaknesses.

**Task Leader Prerequisite:** Favored enemy (any one) +4.

**Team Member Prerequisite:** Survival 1 rank and base attack bonus +4.

**Benefit:** Each team member who assumes a flanking position with the task leader against his favored enemy gains a +2 bonus on damage rolls against that creature.

# TEAMWORK BENEFITS

14.05.2006

**Tips:** To make optimum use of this benefit, the task leader should wear light armor use spells that improve his speed.

## FRIENDLY FIRE EVASION [HoB, 117]

By attuning yourself to minute, almost subliminal changes in your environment, you get just enough warning to avoid damaging area spells cast by your allies.

**Training:** During the training procedure for this benefit, the spellcaster on your team cast *lightning bolts*, *fireballs*, *flame strikes*, and other area spells in their arsenal, and other team members stand on the fringes of the spell's area, their senses perked for the whiff of brimstone, the crackles of static electricity, or the barely audible hum that occurs an instant before such spells go off. Then you practice ducking, dodging, and covering so that you avoid the damage from those spells.

**Task Leader Prerequisite:** Spellcraft 4 ranks, evasion ability.

**Team Member Prerequisite:** Base Reflex save +2, Spellcraft 1 rank.

**Benefit:** You gain the evasion ability (see page 41 of the *Player's Handbook*), but only concerning spells cast by your team members.

**Tips:** Use this teamwork benefit to keep tough characters in the front line despite allied damaging spells raining down around them. Of course, you still need a pretty good Reflex save bonus to take full advantage of this benefit.

## FRIENDLY FIRE EVASION, IMPROVED [HoB, 117]

You have further attuned yourself to the subtle precursors of the area spells your comrades cast, so you can actually avoid their worst effects.

**Training:** As described in Friendly Fire Evasion.

**Task Leader Prerequisite:** Spellcraft 6 ranks, improved evasion ability.

**Team Member Prerequisite:** Friendly Fire Evasion teamwork benefit, base Reflex save +3, Spellcraft +1.

**Benefit:** You gain the improved evasion ability (see page 42 of the *Player's Handbook*), but only concerning spells cast by your team members.

**Tips:** As with Friendly Fire Evasion, this teamwork benefit lets tough characters stay in the front line despite allied damaging spells raining down around them. A good Reflex save bonus isn't as crucial to take advantage of this benefit, but it still helps.

## GAZE AVERSION [DMG II, 192]

When facing a monster with a gaze attack (such as a medusa), you are adept at avoiding its dangerous gaze.

**Training:** Your team practices concise verbal descriptions, often in code, and maneuvering according to those descriptions. Eventually you're able to avoid looking at your target except when it's absolutely necessary, keeping track of the battle through the shouted instructions of your comrades.

**Task Leader Prerequisite:** Spot 8 ranks.

**Team Member Prerequisite:** Spot 1 rank.

**Benefit:** As long as at least one team member is looking directly at the gaze-attack monster, any team member averting his eyes need not make a save against the gaze attack.

**Tips:** To make this teamwork benefit as effective as possible, it's best if the spotter is beyond the area the gaze attack affects, is naturally immune to the effect of the gaze, or at least has the best saving throw among the team members.

## GROUP TRANCE [PHB II, 161]

You and your teammates reduce your susceptibility to sleep by learning the ways of the elves.

**Training:** Your team members learn the secrets of elf trance and can slip into a trance state by establishing a physical link with the task leader. This trance state allows each member to gain the benefit of sleep by cleansing her mind and entering a deep meditative state.

**Task Leader Prerequisite:** Elf blood (elf or half-elf).

**Team Member Prerequisite:** Concentration 1 rank.

**Benefit:** When team members join hands, the task leader can create a trance link that allows each of them, regardless of race, to meditate in the same manner as elves do. Every team member gains the benefit of 8 hours of sleep after just 4 hours of meditation.

**Tips:** Let all the spellcasters in the group rest while the warriors stay on guard. If the group's elf trances with half the team at a time, your party can get by with two well-manned guard watches per night rather than several shorter shifts.

## HEAVY CAVALRY [HoB, 117]

Not only are you an accomplished equestrian, but your comrades are as well. You have extended your almost instinctive bond with your mount to the riders and steeds galloping at your sides. Your team can charge enemies with your steeds running shoulder to shoulder. This tight formation often sends your foes scattering – if they don't panic and flee from battle entirely.

**Training:** At first, would-be heavy cavalry team members simply practice running across an open field, four abreast. But as the riders and mounts grow more accustomed to each other, they gradually reduce the space that separates one steed and rider from another. Once they're galloping shoulder to shoulder, the team members practice sweeping turns and maintaining their formation despite difficult terrain.

Training often concludes with practice in trampling enemies. Good-aligned heavy cavalry might practice by running down livestock, illusory enemies created by friendly spellcasters, or wood-and-straw jousting dummies. Evil equestrians sometimes turn prisoners or slaves loose as "trample practice" for heavy cavalry.

**Task Leader Prerequisite:** Handle Animal 4 ranks, Ride 8 ranks, Mounted Combat, Trample.

**Team Member Prerequisite:** Ride 1 rank. The members' mounts need not be members of the team.

**Benefit:** To close their formation, the team members and their mounts first line up in adjacent squares, then move closer together so that each takes up a square half as wide as usual. For example, a Medium character mounted on a horse or other Large creature normally takes up a 10-foot square, and a team of four such characters would occupy a rectangle 40 feet wide and 10 feet deep. By contrast, if the same team had trained together and acquired this teamwork benefit, they could compress their line into a unit only 20 feet wide and 10 feet deep, making it harder for anyone they overrun to doge between the horses' hooves.

All team members must act on the same initiative count, so some members must delay to match the initiative count of the slowest member in the team.

As long as the characters remain in a cohesive set of squares and move at least their speed every round, they gain the following benefits:

- They don't take the –4 penalty on attack rolls and to AC for squeezing (described on page 29 of the *Dungeon Master's Guide*).
- Opponents can't avoid overruns from team members; they must attempt to block.

# TEAMWORK BENEFITS

14.05.2006

- The team members' mounts count as one size category larger for purposes of resolving overruns. For example, a horse counts as a Huge creature (+8 bonus to overrun) rather than a Large creature (+4).

For the purposes of area spells and determining position on the battlefield, each Medium character on a Large mount is considered to be occupying a space 5 feet wide and 10 feet long.

**Tips:** If you have the heavy cavalry teamwork benefit, you'll want to know the mounted overrun rules (see page 158 of the *Player's Handbook*) backward and forward. Calculate the bonus for your Strength check in advance, keeping in mind that your mount gets an extra +4 bonus for counting as one size category larger than normal. In addition, have that hoof attack ready to go – you'll get lots of use out of it – and know what prone characters can and can't do (see page 311 of the *Player's Handbook*). If all goes well, you'll be facing a lot of prone enemies.

## INDIRECT FIRE [PHB II, 161]

Your team has a forward observer called a spotter, who locates enemies and reveals their positions.

**Training:** You and your teammates practice aiming at unseen targets using directions from allies. Eventually, you learn to fire accurately at targets that have cover based on the body language and gestures of the spotter.

**Task Leader Prerequisite:** Precise Shot and base attack bonus +6.

**Team Member Prerequisite:** Spot 3 ranks.

**Benefit:** This benefit denies opponents some of the protection normally granted by cover or concealment. If the spotter has an unobstructed line of sight to the covered or concealed target, she can, as a move action, use hand gestures, spoken directions, and body language to alert allies wielding ranged weapons to the target's position. If the target has covers, it gains only half the normal cover bonus to Armor Class against the team's ranged attacks. If the target has concealment, the attacker rolls the miss chance twice to determine whether his attack hits. A spotter who can see invisible targets can use this ability to allow a reroll on the miss chance to strike an invisible creature.

**Tips:** Team members with darkvision make the best spotters, since they can use their special sight to locate creatures that are taking advantage of shadowy or dark conditions.

## INFILTRATION [HoB, 118]

You are adept at moving silently and unseen. You point out noisy ground to your comrades, identify good hiding places for one another, and otherwise move as unobtrusively as possible. You dart ahead while your teammates watch for enemies, then you cover your comrades while they advance. While this teamwork benefit doesn't help much amid the tumult of a pitched battle, you're able to sneak behind enemy lines to attack enemy leaders, sabotage siege engines, and otherwise give your army the upper hand before the trumpets sound.

**Training:** Infiltration training involves hours of practice sneaking as a group. Elves and other woodland denizens often play elaborate games of hide and seek (with the seeking team getting useful practice as scouts). Subterranean races stalk the caverns and tunnels of their realms, practicing the art of hiding in a pitch-black environment. With practice, members of an infiltration team get good at sharing hiding spaces, darting from cover to cover, and timing their movements to be as silent and stealthy as possible.

**Task Leader Prerequisite:** Hide 8 ranks, Move Silently 8 ranks.

**Team Member Prerequisite:** Hide 1 rank or Move Silently 1 rank.

**Benefit:** Your team can move at full speed without taking a –5 penalty on Hide and Move Silently checks. Other penalties (such as from difficult terrain) still apply, and you take the normal penalties on Hide or Move Silently checks while attacking, running, or charging. Team members are always visible to each other despite their Hide check results and the presence of anything less than total concealment (although cover might still block line of sight between team members). If you move to a position where none of your comrades can see or contact you, you lose the teamwork benefit at the start of your next turn and don't count as part of the team until you reestablish contact with at least one member.

**Tips:** If you're part of an infiltration team, keep in mind that you can take 10 on your Hide and Move Silently checks whenever you aren't being threatened or distracted. It's often easiest to just tell your DM what the lowest Hide and Move Silently check results on the team are. Those check results set the DC for NPC's Spot and Listen checks.

## INVISIBILITY SWEEP [HoB, 118]

If you're aware of the presence of an unseen enemy, you can quickly move through an area and pinpoint your foe's location.

**Training:** You practice finding invisible enemies by swinging your weapons through empty spaces and making sudden movements that an invisible foe wouldn't anticipate. More important, you quickly develop a shorthand way of describing the location of an unseen enemy you have pinpointed: "At my 4 o'clock – 10 feet out," for example. Eventually, members of your team can quickly and effectively target a specific (apparently empty) square based on your verbal description.

**Task Leader Prerequisite:** Blind-Fight.

**Benefit:** Each team member can check for the presence of an invisible enemy by groping into four adjacent 5-foot squares within reach, making touch attacks into those squares as described on page 295 of the *Dungeon Master's Guide*. Doing so is a standard action. If one team member pinpoints the location of an invisible enemy (whether through groping, Spot and Listen checks, or other means), every other team member within earshot also has that enemy pinpointed until that enemy moves into a different square. (Pinpointed invisible enemies still gain the benefits of total concealment; see page 152 of the *Player's Handbook*).

## JOINT GRAPPLE ESCAPE [HoB, 119]

You use nonverbal cues to time your struggles against a grappling enemy, applying force and leverage at just the right moment to escape the clutches of your foe.

**Training:** In a series of wrestling matches, you practice techniques of suddenly shifting your weight and applying maximum effort just as a comrade outside the grapple makes a similar effort – or at least distracts your opponent. Eventually, your timing improves to the point where you and your comrades are working in concert with split-second timing.

**Task Leader Prerequisite:** Base attack bonus +4 or Improved Grapple.

**Benefit:** If you successfully use the aid another action to assist an adjacent team member's next grapple check or Escape Artist check to escape from a grapple, you provide your teammate with a bonus on that check equal to +4 or your Strength modifier, whichever is higher.

# TEAMWORK BENEFITS

14.05.2006

## JOINT BULL RUSH [HoB, 119]

Shoulder to shoulder with your allies, you can blast into the ranks of your enemies, knocking them back with your combined force.

**Training:** You and your teammates practice charging wooden tackling dummies all at the same time, moving in lockstep and delivering a powerful push at the same moment. Eventually you get so good that you leave only splintered and sagging dummies in your wake.

**Task Leader Prerequisite:** Improved Bull Rush.

**Benefit:** To perform a joint bull rush, all the team members involved must ready the bull rush action until the turn of the member with the slowest initiative. Then all the bull rushing team members move to their target at the same time and make a single bull rush attempt using the Strength bonus of the strongest team member. Each additional team member involved in the joint bull rush applies his or her Strength bonus (minimum +1). The team members must end their movement adjacent to one another, and they all provoke attacks of opportunity from the defender (although the defender can only make a single attack unless he has the Combat Reflexes feat).

## JOINT RAM [HoB, 119]

Your comrades and you are practiced at bashing things down, applying maximum force at the moment of impact.

**Training:** To practice for this teamwork benefit, you have to wreck stuff together, practicing your timing and making sure you're applying the utmost leverage to the target. Eventually, you learn to break down doors and crumble walls that would be impervious to individual efforts.

**Task Leader Prerequisite:** Improved Sunder.

**Benefit:** When your team is employing a ram to knock down a barrier or destroy another object, the ram deals an extra 2 points of damage for each team member wielding the ram.

In addition, if a team member is trying to break down a door or perform a feat of strength similar to ramming, she gains a +4 bonus on the aid another action. The DM should set limits for how many team members can usefully help break down a particular door (typically two Medium creatures for every 5 feet of the door's width).

## LIKE A ROCK [PHB II, 161]

Like dwarves, the members of your team are stable on their feet.

**Training:** Your team develops resilience against unbalancing attacks by working closely with a dwarf or some other sturdy member of the party. When the team stands together, its members are difficult to dislodge.

**Task Leader Prerequisite:** Stability (as dwarf racial trait).

**Team Member Prerequisite:** Balance 1 rank.

**Benefit:** The task leader's stability bonus against bull rush or trip attempts extends to all team members adjacent to her. This bonus stacks with that provided by stability.

**Tips:** This benefit requires the team to bunch up, so if the enemy has a number of area attacks, be sure to beef everyone up with spells and abilities that grant energy resistance. If you must spread out, don't move so far apart that you can't help an ally who is knocked prone.

## LONG-RANGE ARCHERY [HoB, 119]

Because you're attuned to the other archers on your team, your learn from the mistakes they make when taking a far-off foe.

**Training:** When you collectively train on the archery range, you spend time watching each other's from and pro-

viding pointers. After enough practice, you can see when your comrades miss a shot because they aimed too high or too low, and you can use that information to make your own shots more accurate.

**Task Leader Prerequisite:** Far Shot.

**Team Member Prerequisite:** Base attack bonus +1.

**Benefit:** When a team member misses with a ranged attack made against a target farther away than one range increment, subsequent ranged attacks any team member makes against that foe take only half the penalty for range (-1 per range increment). If the foe moves more than 20 feet, this benefit does not apply until a team member shoots at and misses the foe again.

**Tips:** If you have this teamwork benefit, consider ordering your ranged attacks so that the team member who is least likely to hit fires before the more reliable attackers do. This tactic helps ensure that the benefit will apply to later attacks. Also, having a more accurate attack follow a less accurate one almost always takes the enemy by surprise.

## MASSED CHARGE [PHB II, 161]

When your team charges, it smashes into the foe as a single great, implacable mass.

**Training:** You and your teammates learn to charge as one. You line up in a tight formation and time your strides to move in tight synchronicity.

**Task Leader Prerequisite:** Balance 5 ranks.

**Team Member Prerequisite:** Balance 1 rank.

**Benefit:** The team can make a special charge attack. All team members move on the same initiative count, and each must charge and attack the same target. Each team member gains a bonus on his attack roll after the charge equal to the number of teammates participating.

**Tips:** This benefit works best against a single, large opponent. A smaller opponent presents too narrow a point of contact for you to maximize this ability.

## MISSILE VOLLEY [PHB II, 161]

Your team excels at firing as a group, unleashing a saturated wave of arrows and bolts. Each member places her shots so that the target cannot dodge them all.

**Training:** Your team practices by taking aim at a number of small targets clustered together (representing different spots on the body of a single enemy). Each of you can learn to place your shots so as to cover every part of a target with a single joint volley.

**Task Leader Prerequisite:** Far Shot and Precise Shot.

**Team Member Prerequisite:** Point Blank Shot.

**Benefit:** Every member of the team who readies an action to fire a missile weapon when the task leader does gains a bonus on the attack roll equal to the number of team members firing. The task leader also qualifies for the bonus, even though she did not ready an action. All these attacks must be made against the same target.

**Tips:** Since everyone expects the task leader must ready an action to fire, the other team members lose their additional attacks. Thus, the team is trading a high number of attack rolls for a smaller number of attacks that are more likely to hit. This benefit works best when a single, skilled archer (the task leader) uses her teammates' help to improve her accuracy.

## RANGED PRECISION [HoB, 119]

You know the timing of your comrades' attack so well that you can shift to the side for a moment, letting ranged attacks fly past you and into your enemies.

**Training:** You and the rest of the team watch each other shoot ranged weapons, memorizing how much time it takes to draw an arrow from a quiver, nock it, aim, and shoot.

# TEAMWORK BENEFITS

14.05.2006

Then you internally count to measure the time between arrows, shifting yourself when you know an arrow is being fired so you don't get in the way.

**Task Leader Prerequisite:** Base attack bonus +4, Precise Shot.

**Team Member Prerequisite:** Base attack bonus +2.

**Benefit:** The penalty for firing a ranged weapon into a melee is cut in half (from -4 to -2) if every ally in the melee is on your team. The AC benefit your foe gets from cover is likewise cut in half (from +4 to +2) if that cover consists solely of team members.

## SCOUTING [HoB, 120]

Your team is alert for the slightest disturbance in your environment. While one of you watches straight ahead, another scans to the side, while a third pauses for a moment to listen intently. By finding your enemies before they find your, your team can dictate the terms of an engagement – or perhaps avoid it entirely.

**Training:** Trainees divide their environments into arcs, with one soldier looking straight ahead, another checking to the left, a third watching the right, a fourth the sky, a fifth behind him, and so on. The soldiers concentrate their senses on those arcs, doing their best to block out distractions elsewhere. Eventually, each member of the team instinctively knows which arc he is responsible for and which arcs his comrades are covering, and he can switch arcs subconsciously when his comrades stops scanning for a moment.

**Task Leader Prerequisite:** Listen 8 ranks, Spot 8 ranks.

**Team Member Prerequisite:** Listen 1 ranks and Spot 1 ranks; or Alertness.

**Benefit:** The team as a whole can make a free Spot check and a free Listen check at the end of each round, regardless of whether any members of the team have already made such checks that round. Use the lowest check modifier of any member of the team present, with a +1 bonus for every team member beyond the first. In the middle of a combat when actions are precious, this teamwork benefit gives the members detailed information about their immediate environment that they otherwise wouldn't have.

**Tips:** If your team has this benefit, have your team's Spot and Listen modifiers figured out in advance. It's a good idea to designate one character to make the Spot and Listen checks at the end of each round; making it a specific character's responsibility means the group is less likely to forget it.

## SNAP OUT OF IT [DMG II, 193]

Because you know your fellow team members so well, you can help them shake off the effects of magical compulsions.

**Training:** Your team is trained in a variety of effects that intentionally shake the psyche of your comrades — everything from a stinging slap to the face to an imploring “Remember us, Regdar? We're your friends. . . .”

**Task Leader Prerequisite:** Concentration 8 ranks or Iron Will.

**Team Member Prerequisite:** Concentration 1 rank.

**Benefit:** If a team member is known to be under the sway of a compulsion effect, an adjacent team member can spend a full-round action to grant that team member a new save against the compulsion effect (as the rogue's slippery mind class feature, except that the second save need not happen in the second round of the effect).

No character can grant another team member more than one extra save against any one compulsion effect. However, multiple team members can all attempt to help the same character.

**Tips:** This benefit only works if you know that your team members have been subverted by a compulsion effect. Spellcraft checks can identify that a spell such as *dominate person* has been cast, and a Sense Motive check can detect that the behavior of one of your team members is being influenced by an enchantment.

## SPELL BARRAGE [DMG II, 193]

By coordinating the release of your spells, you're able to catch your foes when they're unable to evade the effects.

**Training:** By observing your fellow spellcasters as they're working magic, you're able to time your spells so they finish when your enemies are off-balance from the first spell.

**Task Leader Prerequisite:** Spellcraft 8 ranks.

**Team Member Prerequisite:** Spellcraft 2 ranks.

**Benefit:** This benefit is triggered when a team member first casts a spell requiring a Reflex save. Whether they succeed or fail on the save, all enemies within its area take a -2 penalty on Reflex saves for each subsequent Reflex save attempted that round against an effect created by another member of the same team.

**Tips:** Obviously, the more Reflex-save-requiring area spells you can cast during the round, the better. Consider giving team members that are secondary spellcasters or have ranks in Use Magic Device a scroll or wand with an area spell for such occasions.

## SPELLCASTER GUARDIAN [HoB 120]

You have a keen sense of the timing of the spellcasters on your team, so you can often protect them from enemies when their spells are about to go off.

**Training:** Over a period of weeks, you closely observe your comrades as they cast spells, noting the exact gestures and phrases they use when they are at their most distracted. You learn the idiosyncrasies of your allies' spellcasting techniques so well that you know exactly where they are in the spellcasting process just by watching and listening to them, even if you don't know what the words and gestures mean.

**Task Leader Prerequisite:** Combat Reflexes, Spellcraft 4 ranks.

**Team Member Prerequisite:** Dexterity 13 or Spellcraft 1 rank.

**Benefit:** If a spellcaster on your team provokes attacks of opportunity by casting a spell, a team member adjacent to the spellcaster can interpose herself between the spellcaster and one or more attackers at the last moment, taking upon herself attacks of opportunity meant for the spellcaster. The team member can intercept a number of attacks of opportunity equal to 1 + her Dexterity bonus. Resole each attack as normal, using the interposing team member's Armor Class. If the attacks hits, it damages the interposing character but doesn't distract the spellcaster.

## STEADFAST RESOLVE [PHB II, 162]

Your team members can use their camaraderie and shared experience to shrug off the effects of fear.

**Training:** Through long experience in dealing with adversity, you and your teammates develop the trust and support needed to bolster each other's minds when subjected to magical fear.

**Task Leader Prerequisite:** Concentration 8 ranks and Iron Will.

**Team Member Prerequisite:** Base Will save bonus +2.

**Benefit:** Any team member who must make a saving throw against a fear spell or effect gains a +2 circumstance bonus on the save if he can see or hear at least one team member.

# TEAMWORK BENEFITS

14.05.2006

**Tips:** Some fear-based spells affect areas. If you cast such a spell on an area that includes both allies and enemies, your teammates are likely to make the save while the foes run away.

## SUPERIOR FLANK [HoB, 120]

Your team is good at harrying foes by surrounding them. If two of you get into flanking positions, you can both time your attacks to take maximum advantage of the enemy's divided attention. Enemies get so distracted that every attacker benefits.

**Training:** This teamwork benefit happens only after all the members of the team spend countless hours practicing two-on-one, three-on-one, and other unbalanced melee combats. Eventually the team members develop split-second timing and a keen perception of where the enemy is concentrating his defensive efforts.

**Task Leader Prerequisite:** Sneak attack +4d6.

**Team Member Prerequisite:** Base attack bonus +3.

**Benefit:** Whenever two members of your team flank the same enemy, all members of the team can make melee attacks against that enemy as if they also flanked her. Creatures that can't be flanked are unaffected.

Furthermore, if at least two members of your team are flanking a foe who has the improved uncanny dodge ability, add together the rogue levels of all the team members engaged in melee with that foe to determine whether she can be flanked. If the sum of your teammates' rogue levels is four more than the foe has Hit Dice, all members of your team can flank that foe.

**Tips:** If your team has this benefit, you get the +2 bonus for flanking on your melee attacks more frequently. You'll want to study how to flank unusually large creatures (see page 153 of the *Player's Handbook*).

## SUPERIOR TEAM EFFORT [PHB II, 162]

When your team works together on a task – whether it's battering down a door, talking a nervous innkeeper into allowing everyone on the team does a better than average job of assisting each other's efforts.

**Training:** Your team focuses on improving a particular skill. Each team member watches the task leader and learns a few specific actions that can help her succeed.

**Task Leader Prerequisite:** 8 ranks in a skill and Skill Focus for the same skill.

**Team Member Prerequisite:** 1 rank in the skill to which the task leader's Skill Focus feat applies.

**Special:** This teamwork benefit applies only to checks made with the skill to which the task leader's Skill Focus feat applies.

**Benefit:** Any team member who attempts to aid another member's check with the relevant skill must make a DC 5 check to succeed rather than a DC 10 check.

## TEAM MELEE TACTICS [PHB II, 162]

Because your group fights as an effective team in melee, its members can use the aid another with greater than normal efficiency.

**Training:** Your team studies each member's tactics, fighting style, and tendencies. These hours of focused observation allow each member to understand how best to help the rest of the team.

**Task Leader Prerequisite:** Combat Expertise and Dodge.

**Team Member Prerequisite:** Base attack bonus +6.

**Benefit:** Whenever a team member uses the aid another action to grant another member a bonus on attack rolls, that bonus increases by 1.

**Tips:** The aid another action allows an ally to strike with superior accuracy at the expense of the aiding character's own attacks. Thus, the ally who receives the assistance should be the best qualified team member to take down the foe – whether by virtue of damage reduction, high AC, or the ability to use Power Attack for attack damage.

## TEAM RALLY [HoB, 120]

The members of your team are particularly good at setting a good example for other troops, supporting each other and exuding an aura of competence and confidence.

**Training:** Most teams that acquire this benefit get it by acting as a cadre for less accomplished soldiers, teaching them the rudiments of military discipline and how to stay cool under fire. After you've dealt with enough recruits, you're attuned to their fears and concerns. When recruits see the members of your team acting in unison in the face of danger, they naturally try to emulate your bravery.

**Task Leader Prerequisite:** Charisma 13, commander rating 2 (see *Heroes of Battle*, page 75).

**Team Member Prerequisite:** Commander rating 1.

**Benefit:** Whenever a team member makes a rally check (see *Heroes of Battle*, page 73), she gains a +1 bonus on the rally check for each other team member the demoralized troops can see or hear.

If a team member is successfully rallied by another team member's rally check, the morale of the rallied teammate improves by two categories (such as from shaken to heartened).

## TEAM RUSH [PHB II, 162]

Your team travels faster than normal as a group. The effects and assistance of the faster characters allow the slower ones to keep up.

**Training:** Your team must march for a week as a group, traveling across roads, dells, forests, and mountain passes. By so doing, each member learns how best to help everyone move together.

**Task Leader Prerequisite:** Survival 8 ranks and Endurance.

**Team Member Prerequisite:** Survival 1 rank.

**Benefit:** When the entire team is traveling overland on foot, each team member moves at the task leader's speed. This benefit does not extend to combat and similar short-term movement situations, or to mounted characters.

**Tips:** A barbarian is the best task leader for this teamwork benefit. At the cost of a prerequisite feat, he allows his allies to travel much more quickly across the countryside. In campaigns that feature frequent wilderness or underground travel, the time saved might prove to be a major benefit.

## TEAM SHIELD MANEUVER [PHB II, 162]

When your team fights as a group, its members can close ranks to protect a badly injured ally.

**Training:** Your group learns to react quickly when an ally falls. You drill in pushing aside a wounded team member before he tumbles to the ground and moving him out of harm's way.

**Task Leader Prerequisite:** Shield Specialization (see *Player's Handbook II*, page 82).

**Team Member Prerequisite:** Shield Proficiency.

**Benefit:** When a team member's hit point drop to –1 or lower, any teammate adjacent to him who carries a shield can use an immediate action to push him out of harm's way. The injured team member moves 10 feet before falling prone.

**Tips:** This tactic works best if one of the group's second-line characters has a potion or wand ready to heal the fallen

# TEAMWORK BENEFITS

14.05.2006

character. In this case, even a character who isn't a member of the team can play a valuable role in making the most of this benefit.

## WALL OF STEEL [PHB II, 162]

By closing ranks and locking shields together, you and your teammates form an impenetrable barrier to shield a more vulnerable team member from enemies.

**Training:** Your group stands in a tight formation and locks shields while a hired mercenary or assistant pelts everyone with blunt arrows. Each bruising shot reminds you to improve your form and teamwork.

**Task Leader Prerequisite:** Tower Shield Proficiency and base attack bonus +8.

**Team Member Prerequisite:** Shield Proficiency and base attack bonus +2.

**Benefit:** As a swift action, any member of the team can lose his shield bonus to AC and grant it to a single adjacent team member instead. This bonus stacks with the recipient's existing shield bonus, if any.

**Tips:** Any arcane spellcasters who are frequently exposed to missile fire might want to take the Shield Proficiency feat to gain this teamwork benefit.

Name	TLP	TMP
Awareness	Listen 12 and Spot 12	Listen 2 or Spot 2
Camp Routine	Survival 8 or Self-Sufficient	Survival 1
Circle of Blades	Weapon Specialization and BAB +6	Sneak attack +1d6
Crowded Charge	Jump 8	Jump 1
Cunning Ambush	Hide 8 and Listen 8	Hide 1
Cunning Ambush, Improved	Hide 12 and Listen 12	Hide 3 and cunning ambush
Door Procedures	Listen 8 and Search 8	Listen 1 or Search 1
Expert Mountaineers	Climb 8 and Use Rope 8	Climb 1 or Use Rope 1
Fearsome Roster	Intimidate 8	Cha 13 or Intimidate 1
Field Medic Training	Heal 8	Heal 1
Foe Hunting	Favored enemy (any one) +4	Survival 1 and BAB +4
Friendly Fire Evasion	Spellcraft 4 and evasion	Ref +2 and Spellcraft 1
Friendly Fire Evasion, Improved	Spellcraft 6 and improved evasion	Friendly fire evasion, Ref +3, and Spellcraft 1
Gaze Aversion	Spot 8	Spot 1
Group Trance	Elf blood	Concentration 1
Heavy Cavalry	Handle Animal 4, Ride 8, Mounted Combat and Trample	Ride 1
Indirect Fire	Precise Shot and BAB +6	Spot 3
Infiltration	Hide 8 and Move Silently 8	Hide 1 or Move Silently 1
Invisibility Sweep	Blind-Fight	—
Joint Grapple	BAB +4 or Improved Grapple	—
Joint Bull Rush	Improved Bull Rush	—
Joint Ram	Improved Sunder	—
Like a Rock	Stability	Balance 1
Long-Range Archery	Far Shot	BAB +1
Massed Charge	Balance 5	Balance 1
Missile Volley	Far Shot and Precise Shot	Point Blank Shot
Ranged Precision	BAB +4 and Precise Shot	BAB +2
Scouting	Listen 8 and Spot 8	Listen 1 and Spot 1; or Alertness
Snap Out of It	Concentration 8 or Iron Will	Concentration 1
Spell Barrage	Spellcraft 8	Spellcraft 2
Spellcaster Guardian	Combat Reflexes and Spellcraft 4	Dex 13 or Spellcraft 1
Steadfast Resolve	Concentration 8 and Iron Will	Will +2
Superior Flank	Sneak attack +4d6	BAB +3
Superior Team Effort	Any skill 8 and Skill Focus [chosen skill]	Team leader's chosen skill 1
Team Melee Tactics	Combat Expertise and Dodge	BAB +6
Team Rally	Cha 13, commander rating 2	Commander rating 1
Team Rush	Survival 8 and Endurance	Survival 1
Team Shield Maneuver	Shield Specialization	Shield Proficiency
Wall of Steel	Tower Shield Proficiency and BAB +8	Shield Proficiency and BAB +2

## ABBREVIATIONS

BAB	Base attack bonus
DMG II	<i>Dungeon Master's Guide II</i>
HoB	<i>Heroes of Battle</i>
PHB II	<i>Player's Handbook II</i>
TLP	Team Leader Prerequisite
TMP	Team Member Prerequisite