Team Building Activities

All activities below will work for teams in a virtual (non-co-located) environment.

Introductory/Team Building Questions

Consider the following questions to engage team members and generate conversations as part of the initial team meeting. As team members share information, they begin to build relationships which lead to building trust and respect for each other.

- Tell the group something interesting about your cultural background.

- Respond to two of the following statements:
    - My favorite subject in school was _____ because _____.
    - I take pride in _____.
    - A rewarding project is one that _____.
    - What frustrates me the most is _____.
    - My favorite sport is _____.
    - If I could travel anywhere in the world and stay for 3 months I would choose _____.
    - The best thing that happened to me this week is _____.
    - My favorite music or band is _____.

- What is the one thing you would like the rest of the team to know about you?

- What is something that no one else knows about you?

- Tell a funny story!

- Tell what you like the most/miss about your place of birth.

- My Mom (or Dad) taught me _____.

Questions to Continue to Build Relationships and Trust

Consider the following questions to continue to establish trust and develop a confidence and comfort in working together:

- Share your expertise and special skills. How can you add value to the team?
- Tell the group how you like to work with others on a team. What is important to you?
- Tell the group about one person that you really enjoyed working with. What was so great about working with that person?
- The best attribute I bring to this team is _____.
- I am most motivated and engaged when _____.

Send a survey to team members with any or all of the following statements to be responded to using the following key:

4 - That's me all the time

3 - Sometimes

2 - On rare occasions

1 - Not me at all

Response (4 - 1)	Statement
	I prefer to work with others rather than to work alone.
	I am very active - hiking, bicycling, dancing, going out with friends, going to parties.
	I prefer to be alone when I'm not at work - reading books, listening to music or watching movies.
	I like to spend time thinking about a problem before jumping to a resolution.
	I have many friends that I stay in touch with.
	I have just a few very close friends that I stay in touch with.
	I jump in to problems with solutions - I don't want to spend a lot of time mulling over the options.
	I prefer interacting with others via email.
	I prefer phone calls rather than "talking" via email.
	I prefer clear, concise directions with no ambiguity.
	I'm OK with shades of gray as opposed to black and white.
	I like to be focused in my work, completing one or two tasks at a time.
	I prefer to have lots going on - the more I have to do the better.
	Other:
	Other:
	Other:

This activity enables you to do a better job of pairing up individuals who might need to work together and enables the team members to get insight into each of the other team members. Remember - the more you know about someone the more comfortable you are working with them.

Add your own questions in place of "other" above.

Kick off Each Team Meeting with a Question
Consider any of the following fun and conversation starting questions to kick off each team meeting. Your team will appreciate a bit of levity before getting down to business and it enables for the team to continue to build relationships.

- If I could have dinner and spend time talking with one famous person (alive or dead) it would be _____.
- The most important thing in my life right now is _____.
- My dream vacation would be _____.
- When I retire I'm going to _____.
- My most favorite holiday is _____ because _____.
- The one movie I can watch over and over again is _____.
- You are the star of your own reality television show. What is the name of the show?
- You have just been given 3 months off from work to do whatever you want (yes…you are coming back!) What are you going to do?
- You are starting your own band. What's the band's name and what kind of music do you play?
- If I didn't have to work, I'd do the following: _____.
- My favorite hobby is _____.
- The most favorite thing for me to do on weekends is _____.

Ask team members to contribute a question of their own before each team meeting.

Other Team Building Activities

Consider this activity - **What Do We Have in Common** - when individuals on the team are coming from all over the globe and have never worked together before.

Pair up two team members with each other (this can be done via face-to-face, email exchanges, phone calls between the two individuals or in a "break out room" in a virtual environment) and ask them to find 2 - 3 things they have in common (e.g., 2 boys the same age, married the same amount of time, etc.). Then have them share the information they learned about their team mate. Switch pairs and start again!

What animal, plant, tree or symbol best represents me? A great conversation starter is to have team members show a picture (in a virtual environment) or send via email to the rest of the team an image (plant, tree, animal or symbol) that best represents how they see themselves and why.

Bingo! Gather information about each team member such as activities they do, trips they have taken, number of children, etc. Provide each team member with a "fact sheet" that contains some of these facts (have multiple versions so not everyone has the same facts as someone else). The team members take turns asking each other (in pairs) questions from the "fact sheet." As they find the answer to a fact (e.g., Jaclyn has 5 children) they write the person's name next to that fact. The first person to match names to facts wins.