

Team-Building Ideas



Pick a theme

A

A. Pick a theme

Team meeting activities can often be made better by picking a theme. ALL of the activities shared in this PowerPoint can be adapted to match a theme and enhanced using visual symbols. Here are some examples of themes:

1. Growth - Seeds/Leaves/Trees
2. Stepping Stones – Pebbles/Rocks/Boulders
3. Love – Hearts
4. Resilience – Rubber bands
5. Comfort – All things soft
6. Connection – Hands/Paper chains
7. Create your theme _____

Be Prepared

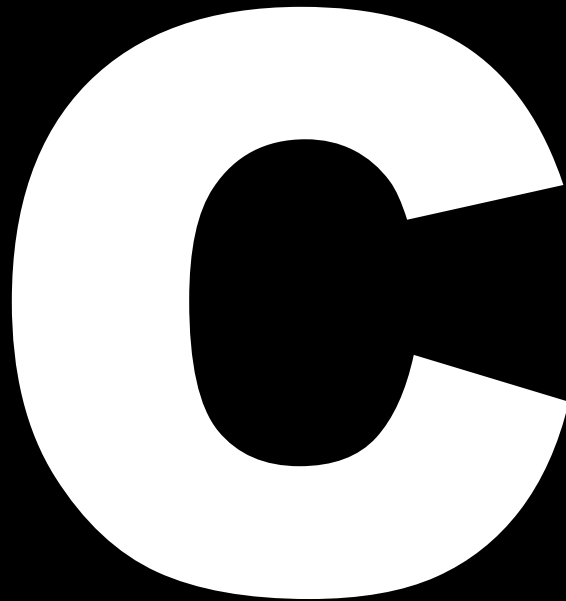
B

B. Be prepared

Before a team meeting, it is helpful to get some important information in advance. The following questions are just a small sampling of some the things you may want to inquire about via email, 1:1 conversations or a survey:

1. Have there been any major events in your life that your team should be aware of (happy or sad)?
2. Is there anything happening in your life that may make it hard to be present during our team meeting?
3. Is that anything you need during our team meeting to make you more productive and comfortable?
4. Is there anything you are looking forward to or wish to get out of our time together as a team?
5. Create your own questions _____

Pre-Submission Activities



C. Pre-Submission Activities


Before a team meeting, it can be fun to ask staff to submit some information in advance that could be part of a game, group sharing or guessing game. For example:

1. Share your favorite quote.
2. Share your favorite place and why.
3. Share 3 photos – 1. favorite person, favorite place, favorite thing.
4. Share your favorite song lyric.
5. Share your favorite food.
6. Create your own _____

Your pre-submission activity can also be related to your theme (e.g., share your favorite quote about growth, or share a place that makes you feel more resilient). Select a couple questions and email each team member in advance to submit their responses. Create a visual/slide that can be used for a game, group sharing or guessing game. (See next slide for examples.)

C. Pre-Submission Activities


Example of guessing game (guess each team member's favorite song)



A slide titled "Guess that tune!" with a red cassette icon. It contains a table with six rows, each with a question mark in a box and a song title.

?	1. In Love with You- Erykah Badu
?	2. My Love - Sia
?	3. I Got You - Jack Johnson
?	4. I Just Called to Say I Love
?	5. Hold On - Michael Buble
?	6. You and Me - Dave Matthews

Example of group sharing slide (share your favorite quote and why)

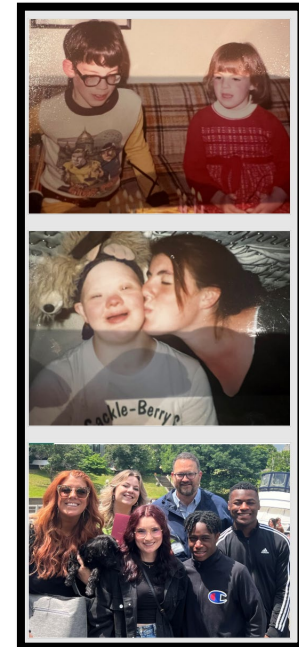


A slide titled "Rachel's Quote" featuring a circular portrait of a woman with long brown hair. To the right of the portrait is a quote by James Baldwin, and below it are several red hearts.

Rachel's Quote

"Love takes off the masks that we fear we cannot live without and know we cannot live within."
- James Baldwin

Example of group sharing 3 photos (share your photos and tell us more about them)



Feelings Check-in

D

D. Feelings Check-in

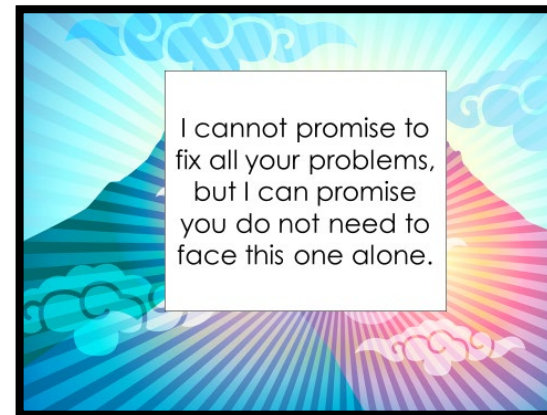
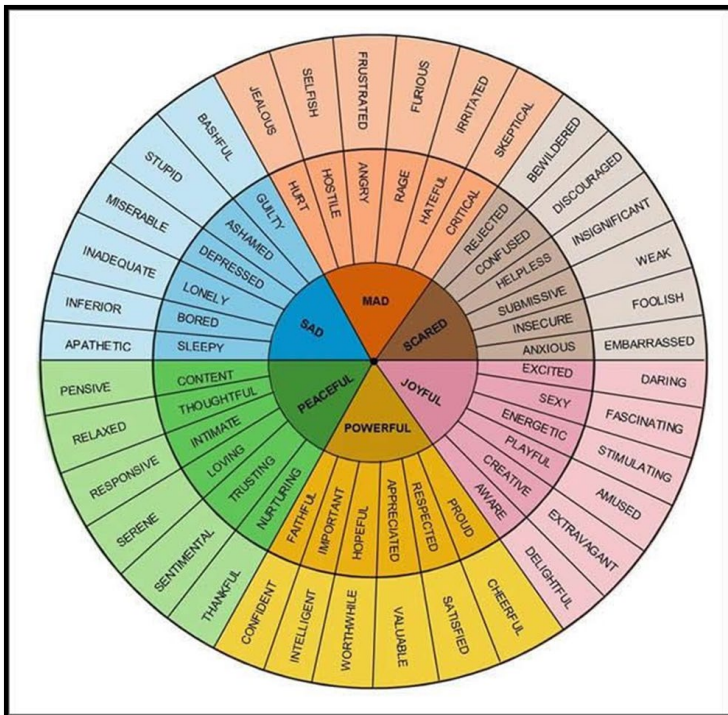
At regular check points throughout a meeting, it can be helpful to do a feelings check-in.

1. Share a feelings wheel.
2. Ask staff to identify what they are feeling and use the feelings wheel to help them.
3. Give staff the option to share their feeling or pass.
4. It is important to accept all feelings and not try to fix them, but simply validate and be present.

D. Feelings Check-in

Sample feelings wheel to share with team

Sample quotes to help us accept feelings



Blob Tree



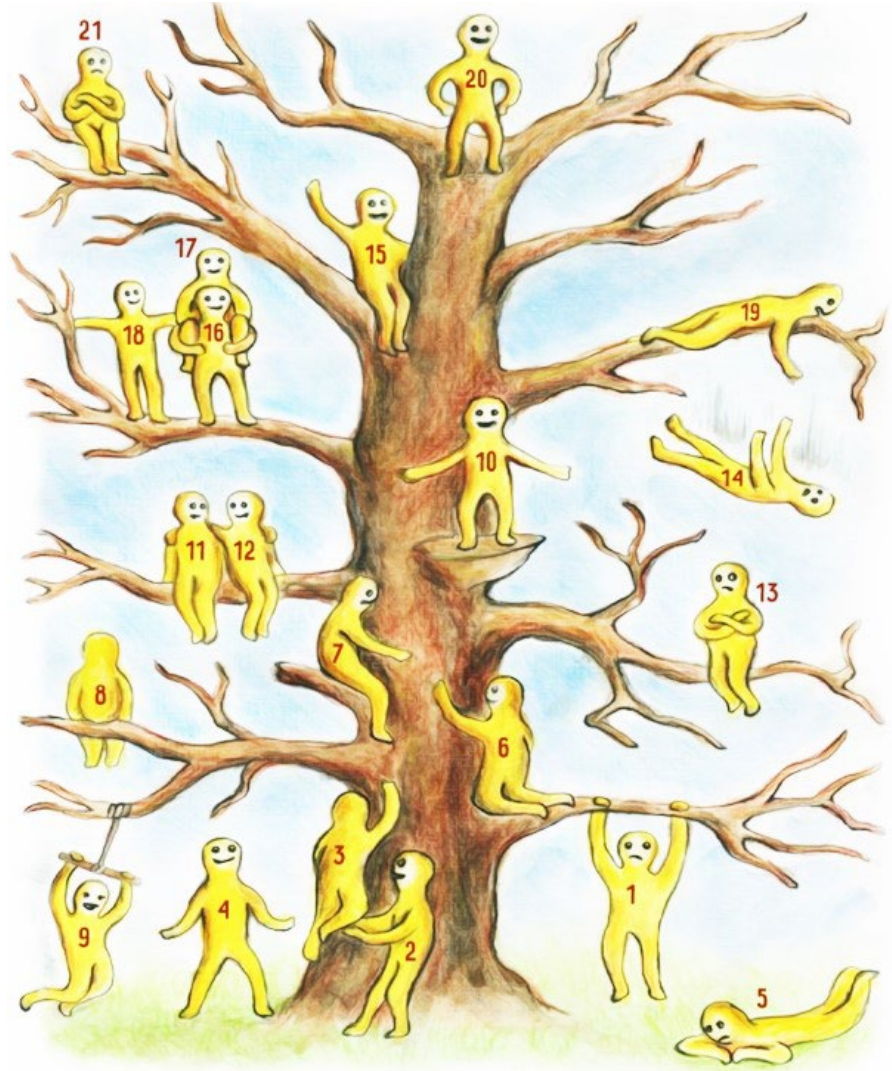
E. Blob Tree

A blob tree is an image of various figures in different positions. Ask staff to identify which “blob”/figure best represents them right now and explain why. There are several blob tree images that can be googled. There is also a blob tree book:

1. Google search “blob tree image free”.
2. Google search “books about the blob trees”.

E. Blob Tree

Example of a blob tree that has been numbered so that staff can easily identify which “blob”/figure they relate to most.



Share a photo

F

F. Share a photo

Take a moment and ask staff to pick up their smart phones and find a photo they are willing to share. The type of photo you ask them to share can vary based on the theme, mood or timeline. Photos sharing can be include:

1. Share the 25th photo in your album.
2. Share a photo that makes you smile.
3. Share a photo that brings you peace.
4. Share a photo that has hidden meaning.
5. Share a photo that embodies resilience.
6. Share a photo that makes your laugh.
7. Create your own photo sharing idea _____

Staff can pass around their phone or hold it and walk their phone photo around for each team member to take a look.

Photo walk-about



G. Photo walk-about

Give staff a set amount of time to go on a photo walk about with their smart phone. This is a 10-15 minute opportunity to staff to walk around, go outside and get creative. The task will be to take a certain number of photos based on a theme:

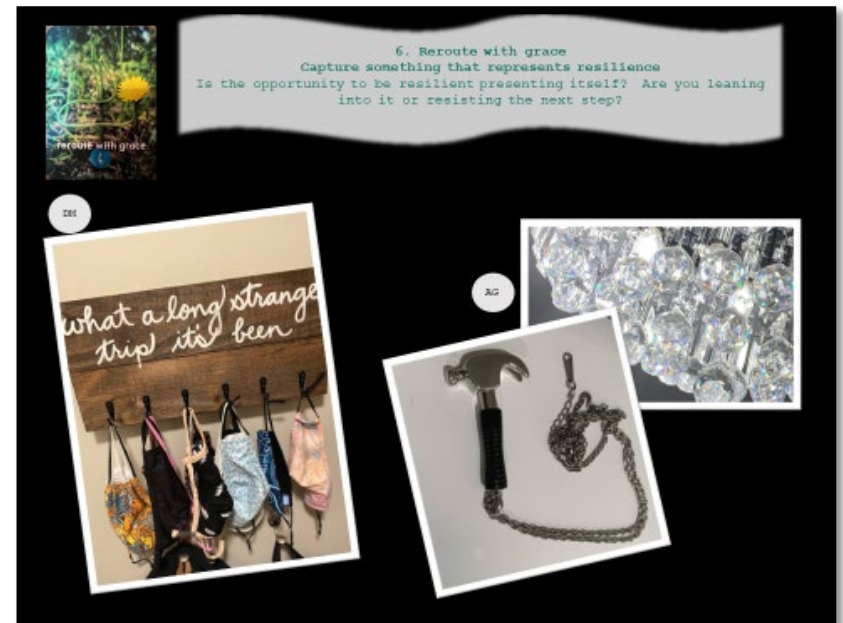
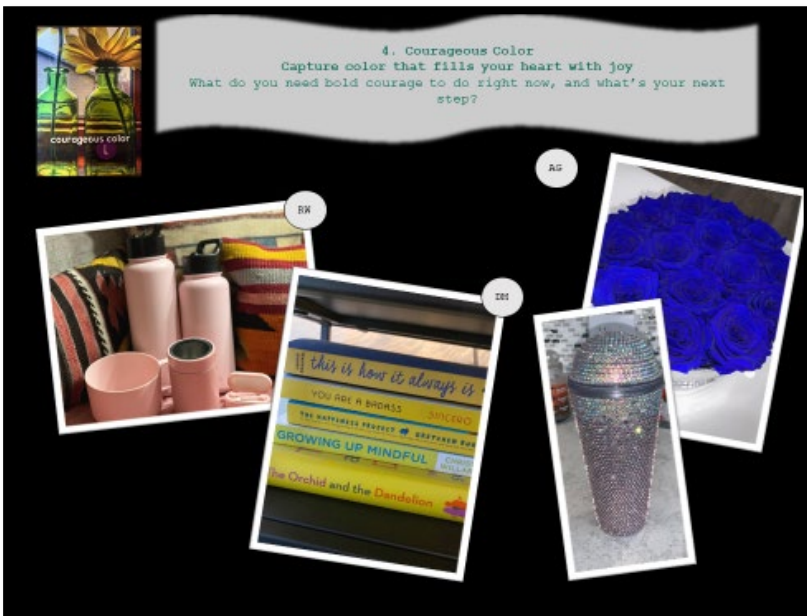
1. Take a photo of something beautiful.
2. Take a photo of something messy.
3. Take a photo of something growing.
4. Take a photo of something that makes you smile.
5. Create your own photo walk about challenges _____

Staff can pass around their phone or hold it and walk their phone photo around for each team member to take a look.

G. Photo walk-about

Example of staff photos looking for courageous colors.

Example of staff photos looking for resilience.



Conversation Starters

H

H. Conversation Starters

Have staff pick a question from a cup/hat/bin and answer it for the group. Each staff member can answer the same question or pick a different question for each person. The questions can be printed on paper (strips of paper or paper in the shape of your theme e.g., hearts, stones, leaves). For conversation questions:

1. Google “conversation starters”.
2. Check out conversation hearts:
<https://www.passionforsavings.com/content/uploads/2019/08/Conversation-Heart-Convo-Starters-PDF.pdf>

H. Conversation Starters

Example of conversation heart questions that can be printed and cut. These hearts can also be changed to match the theme (leaves, stones, hands, etc...).



Find 10 Things



I. Find 10 Things

This is a great activity to encourage team members to find out what they have in common. Depending on group size you can break people into smaller groups or do this activity as an entire group. Ask the group(s) to find ten things they have in common, with every other person in the group, that have nothing to do with work. (Rule: no body parts or clothing). One person must take notes and be ready to read their list with the group. After everyone shares, debrief the importance of finding these connections in our life and work.

Pat on the back

J

J. Pat on the back

This is an activity to learn about and celebrate each team member's strengths:

1. Ask each person to take a moment and think about one of their greatest strengths or talents.
2. Have each person write their strength or talent on a sticky label.
3. Tell each team member to place that sticky label on their back without speaking.
4. Ask everyone in the group to stand up without speaking and walk about the room reading each team members back (sticky label) in silence.
5. Once they have read someone's back, instruct them to give that person a pat on the back while remaining silent and then moving on to the next person.
6. Make sure everyone reads at least 5 people's backs and gets at least 5 pats on the back.

Come back together to discuss the importance of sharing and celebrating each others strengths.

Compass Points

K

K. Compass Points

Explore your leadership style by using this helpful worksheet that provides very clear instructions on how to find your compass point. Are you a north, south, east or west?!

1. Go to:

<https://www.bethechangeconsulting.com/wp-content/uploads/2021/05/Leadership-compass-self-assessment.pdf>

2. Print the pdf for each team member and follow the instructions.

K. Compass Points

LEADERSHIP COMPASS

Approaches to Work/Work Style

NORTH—ACTION

- Assertive, active, and decisive
- Likes to determine the course of events and be in control of professional relationships
- Quick to act; expresses a sense of urgency for others to act
- Enjoys challenges presented by difficult situations and people
- Thinks in terms of the bottom line
- Likes a quick pace and the fast track
- Perseveres; not stopped by hearing “No”; probes and presses to get at hidden resistances
- Likes variety, novelty, and new projects
- Comfortable being in front of a room or crowd
- Value-oriented phrases include “Do it now!,” “I’ll do it!,” and “What’s the bottom line?”

WEST—ANALYTICAL

- Understands what information is needed to assist in decision-making
- Seen as practical, dependable, and thorough in task situations
- Helpful to others by providing planning and resources; comes through for the team
- Moves carefully and follows procedures and guidelines
- Uses data analysis and logic to make decisions
- Weighs all sides of an issue; balanced
- Introspective and self-analytical
- Careful; thoroughly examines people’s needs in situations
- Maximizes existing resources; gets the most out of what has been done in the past
- Skilled at finding fatal flaws in an idea or project
- Value-oriented word is “objective”

EAST—VISION

- Visionary who sees the big picture
- Generative and creative thinker; able to think outside the box
- Very idea-oriented; focuses on future thought
- Makes decisions by standing in the future
- Insight into mission and purpose
- Looks for overarching themes and ideas
- Adept at problem-solving
- Likes to experiment and explore
- Appreciates a lot of information
- Value-oriented words are “option,” “possibility,” and “imagine”

SOUTH—EMPATHY

- Understands how people need to receive information in order to act upon it
- Integrates others’ input in determining direction of what’s happening
- Value-driven regarding aspects of professional life
- Uses professional relationships to accomplish tasks; interaction is primary
- Supportive of colleagues and peers
- Displays a willingness to take others’ statements at face value
- Feeling-based; trusts own emotions and intuition as truth
- Receptive of others’ ideas; team player; builds on ideas of others; non-competitive
- Able to focus on the present moment
- Value-oriented words are “right” and “fair”

Celebrity Inspiration



L. Celebrity Inspiration

Ask team members to think of a celebrity or public figure they admire. You can give them a little time to do some research before they share back with the group who inspires them and why.

Focus Questions

M

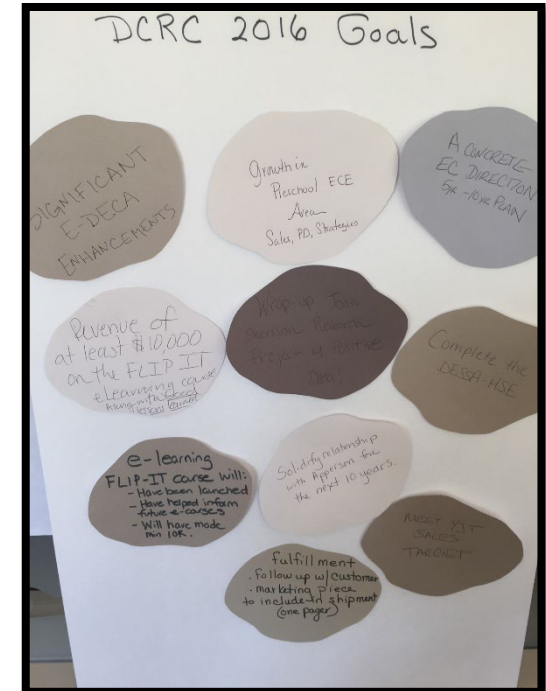
M. Focus Questions

During any team meeting it may be helpful to stop and ask the group to reflect on a focus question. Keep post-its, index cards, or note cards cut in the shape of your theme (hearts, leaves, stones, etc...). Pick the focus question you think is most appropriate for the moment and ask staff to write down their answer before sharing back out with the group. Examples of focus questions can include:

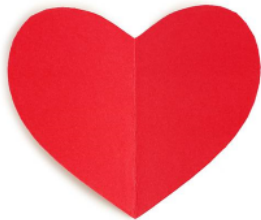
1. What are the biggest differences in how you do the work?
2. Has anything gotten better?
3. Has anything gotten harder?
4. How are you coping?
5. What are your strongest worries?
6. What has been working for you?
7. What do you need?
8. Create your own focus questions _____

M. Focus Questions

Example of paper shapes cut like the theme (stepping stones) to write down answers to focus questions.



Team Group Activity!



Write a love note:

- Why do you love our team?
- OR
- Something you love about the person to your right!



Example of paper shapes cut like the theme (love) to write down answers to focus questions.

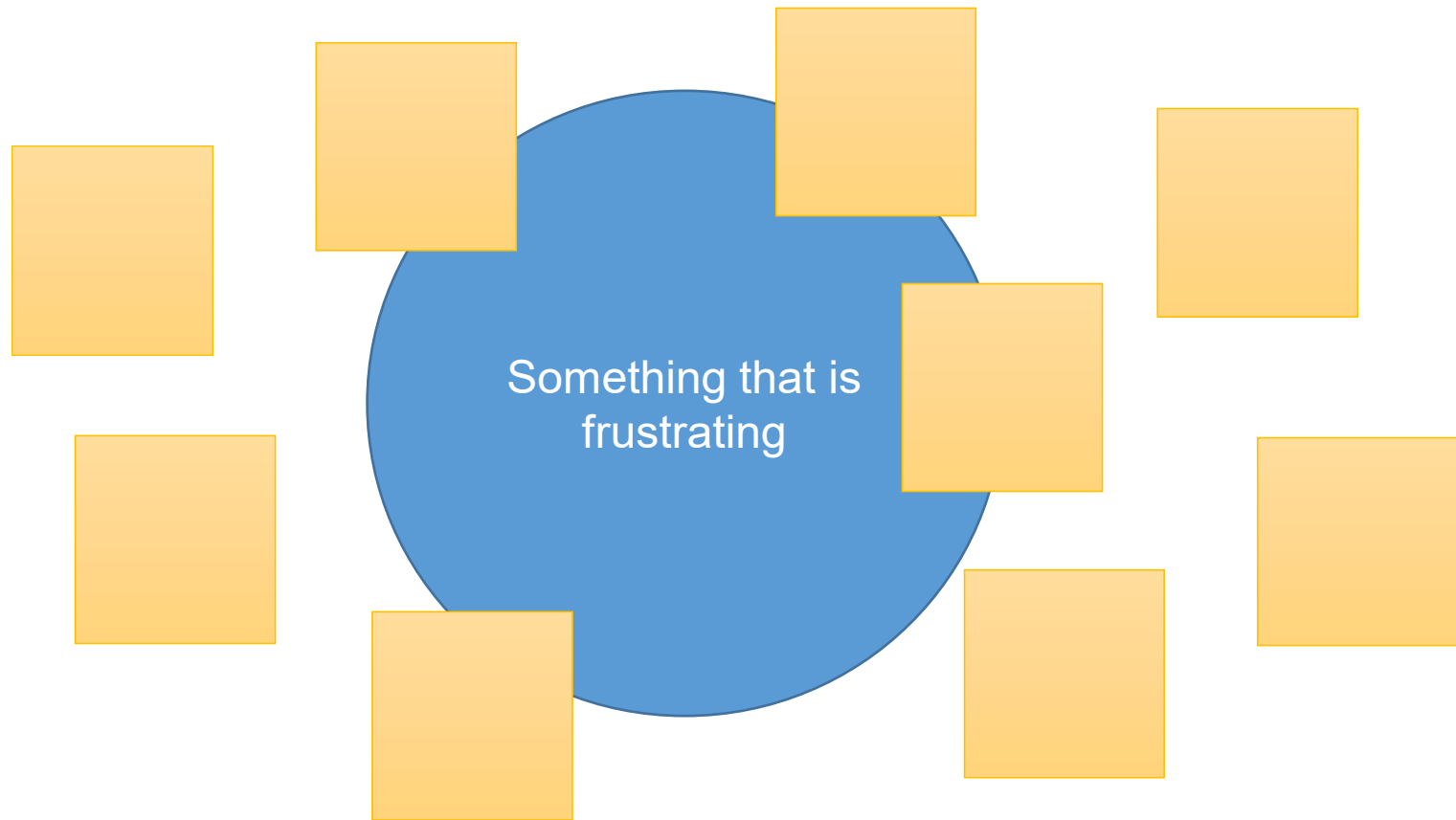
Frustration Reduction

N

N. Frustration Reduction

Frustration reduction is an opportunity for the team to work together on a problem. This is a visual mapping opportunity that can be done using chart paper. In the center of the chart paper, you draw a circle and inside that circle, you write down something that is frustrating. Then, you ask the team to brainstorm things that can surround this frustration that would be considered, things that are going well, assets/strengths or ideas. These ideas can be written on post-it notes and placed around the frustration in the center circle. Often a solution is not reached, but the frustration has been put in perspective and solutions are on the horizon.

N. Frustration Reduction



Surround with things that are going well (related or unrelated).

List of 100

0

O. List of 100

Journaling lists are a wonderful way to clarify thoughts, identify patterns or problems, brainstorm solutions, get below the surface, get past the obvious, gather a lot of information quickly and focus attention on what's really going on. Making lists of 100 can be a great team activity. Ask team members to take a piece of paper and label it 1 – 100. Then give them instructions:

1. You are going to try to write a list of 100 things.
2. It's OK to repeat.
3. Write as fast as you can.
4. You don't have to write in complete sentences.
5. It's okay to repeat! (see above).
6. Your entries do not have to make sense.
7. Just get it down.

See the next slide for possible list of 100 prompts and pick one that is most applicable for your team, theme, needs.

O. List of 100

List of 100 Prompts:

- 100 ways I nurture myself
- 100 ways I beat myself up
- 100 things I am good at
- 100 things I have accomplished in my life
- 100 things I'm feeling stressed about
- 100 things I'd do if I had time
- 100 things that are going on right now
- 100 fears I am having right now
- 100 things I miss
- 100 things I believe in

Select a meaningful prompt or create your own. Give staff 10-20 minutes to write and then invite them to share their reflections or a portion of their list with the larger group.

Craft Project

P

P. Craft Project

Doing a craft together or building something as a team can be a great way to bond and get to know each other. Consider a simple project that is connected to the theme. Examples of team craft projects can include:

1. Painting or drawing on rocks
2. Painting a team canvas (connected to theme – hands, leaves, hearts)
3. Designing ornaments or wooden plaques
4. Origami
5. Paper flower making
6. Decorate a hat, mug, t-shirt, etc...
7. Create your team craft activity _____

P. Craft Project

Example craft activity where team decorated wood heart plaque to go with “love” theme.



Example craft activity where team created an art canvas using “circles” as the theme.



Example craft activity where team created an art canvas using “stepping stones” as the theme.



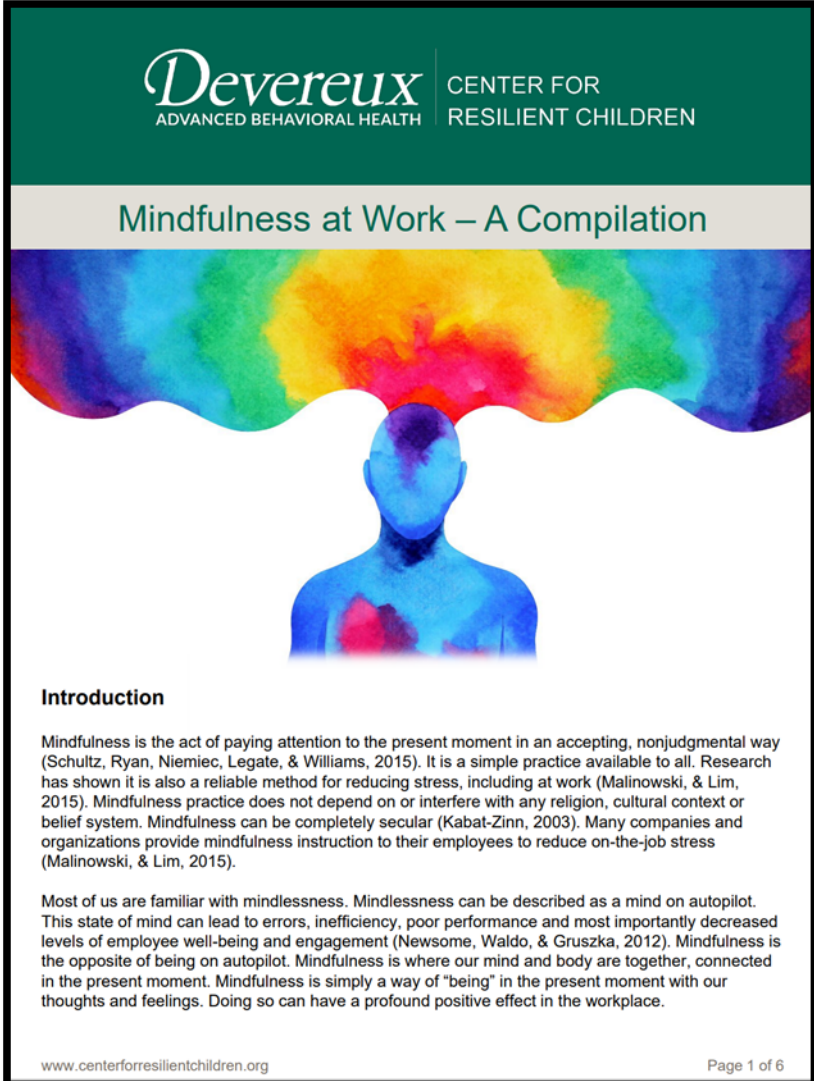
**Use mindfulness
compilation**

Q

Q. Use mindfulness compilation

You can find this compilation at the bottom of our Free Resource Library on our website.

Review these great mindfulness activities and consider using them to support your team building and mindfulness.



Devereux CENTER FOR
ADVANCED BEHAVIORAL HEALTH RESILIENT CHILDREN

Mindfulness at Work – A Compilation

Introduction

Mindfulness is the act of paying attention to the present moment in an accepting, nonjudgmental way (Schultz, Ryan, Niemiec, Legate, & Williams, 2015). It is a simple practice available to all. Research has shown it is also a reliable method for reducing stress, including at work (Malinowski, & Lim, 2015). Mindfulness practice does not depend on or interfere with any religion, cultural context or belief system. Mindfulness can be completely secular (Kabat-Zinn, 2003). Many companies and organizations provide mindfulness instruction to their employees to reduce on-the-job stress (Malinowski, & Lim, 2015).

Most of us are familiar with mindlessness. Mindlessness can be described as a mind on autopilot. This state of mind can lead to errors, inefficiency, poor performance and most importantly decreased levels of employee well-being and engagement (Newsome, Waldo, & Gruszka, 2012). Mindfulness is the opposite of being on autopilot. Mindfulness is where our mind and body are together, connected in the present moment. Mindfulness is simply a way of "being" in the present moment with our thoughts and feelings. Doing so can have a profound positive effect in the workplace.

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