



SPOTLIGHT ON REMOTE TEAM BUILDING!

Learn & Build

Whether we are face-to-face or working remotely the more you know about your peers and colleagues the stronger you become as a team. When collaborating as a team to solve challenges or when facing inevitable conflict this layer of understanding is naturally leveraged to foster empathy and the willingness to compromise.

Simple
Quick
Fast

Why is this important?

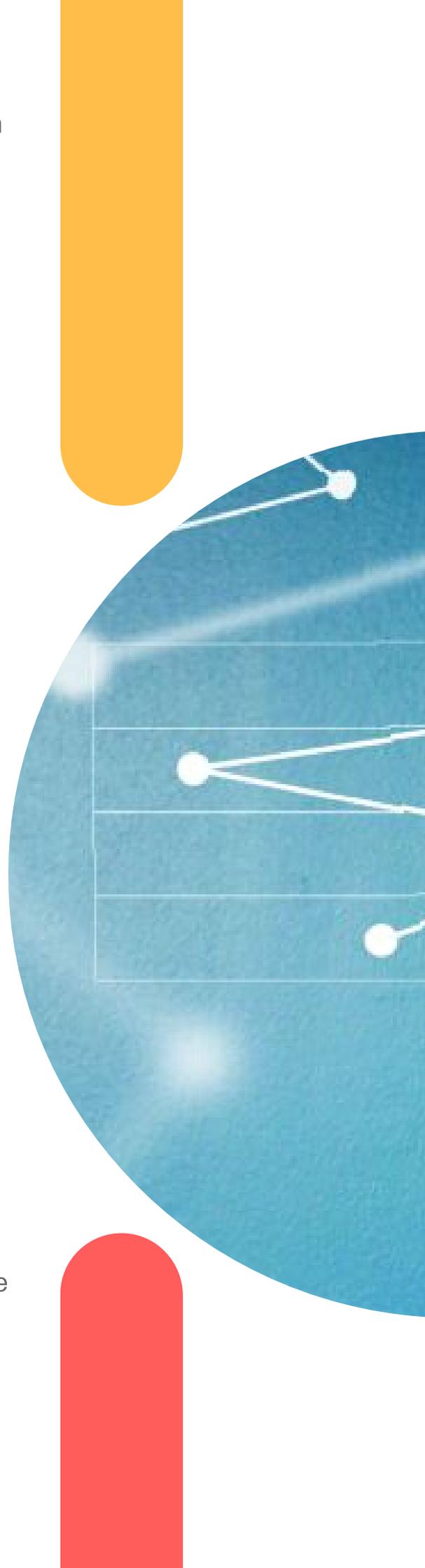
Every team goes through the same growth phases from “Forming”, “Storming”, “Norming”, to “Performing”. We naturally develop norms and a deeper understanding of one another through conflict. **This solution preempts the Storming phase so it’s easier to navigate through indifference that would otherwise deplete motivation and hamper team productivity.**

With changing times and the increased potential for teams to be working remotely, new solutions for team building, collaboration and communication will be imperative. **Strengthening your teams is an essential activity for improved productivity!**

Have fun with these activities! When time allows, bring in a little competition or lead it like a game show with prizes.

Learn & Build

The following activities are separated into two different categories: “Learn” and “Build”. All activities require very little setup and materials and can be easily facilitated with everyone physically present or in remote locations, assuming they are participating in a meeting via a virtual conferencing tool.



Learn

2 TRUTHS & A LIE

Participants will tell two true statements about themselves and one lie. The objective of the game is for the other players to guess which statement is the false one.

Recommended time limit: 3-5 min. cycles (participant discloses their two truths and a lie and everyone else participates in the voting process).

Explain the game to make sure everyone understands how to play. Make sure they understand by presenting two truths and a lie to the group.

For example:

- I have four children
- I won Publisher's Clearing House
- I have been to China

Provide suggestions such as:

- Try not to say your lie last.
- Mix up the order of your statements each time it is your turn.
- Try to use statements other players who know you do not know.
- Tell all participants to think of two true statements and one that is false about themselves.
- Have each participant share their three statements.
Consider the amount of time you have for this activity.
- Participants vote on which one they believe is the lie and at the end of each round the person who stated the two truths and one lie tells which statement is the lie and why?



WHO IS IT?

Recommended time limit: 3 min. cycles.

Prior to the meeting, ask each player to send you a fact about themselves that others do not know about them yet. During the meeting, read them aloud to the group so the responses are kept anonymous.

Have the team guess which fact belongs to which team member. They can either cast votes and discover if they got them right at the end or vote as you go along whichever you think is best for your team!

ICEBREAKER QUESTIONS

Recommended time limit: depends on how many questions you ask!

This icebreaker is useful when you are short on time. You can choose a question from the list on the next page and have everyone respond or you can randomize these questions in an Excel table and start the meeting off by asking one question to kick off the meeting.



ICEBREAKER QUESTIONS

- What was the last movie or television show you saw?
- What is your favorite TV show?
- What do you usually have for breakfast?
- What is something no one here knows about you?
- Describe your perfect day off.
- What interest haven't you pursued, but have always wanted to and what draws you to it?
- If you could have any superpower, what would it be and why?
- All-time favorite movie?
- Favorite character (book, TV, movie)?
- When was the last time you got the giggles at an inappropriate time?
- If you could go on a road trip with any person (dead or alive), who would you choose and where would you go?
- What did you want to be when you were little?
- What is your favorite candy?
- What is the last book you read?
- What's the most unusual job you've ever had?
- What always makes you laugh?



Build

Team building is possible when you are working remotely. We recommend using a conferencing tool that allows for both audio and video. Build activities require a little more time because it is important to debrief the factors that result in success or failure.

STAY IN SHAPE

Nominate one person to be the speaker and rest are artists. Prior to the meeting, provide the speaker with the context of the activity and require them to find an image that will be utilized during the activity (the more complex the image, the more time consuming). Once an image is selected, the speaker has 2-3 minutes to describe the image to the rest of the team. The objective is for everyone else to listen and draw per the instructions of the speaker and have a final image that captures the basic aspects of the selected image.

Remember to designate a timekeeper!

There are two rules:

- Only the speaker can see the image and cannot share the real image until after the activity is completed.
- The speaker can only use geometric shapes to describe the image.

At the end of the activity, debrief what the speaker did well and what they could have done more effectively. Consider:

- The quality of clarity and descriptive instructions
- Their use of time
- Clarity in communication
- Did they start with an image that is overly complicated?
- Was the speaker overly descriptive and/or too focused on perfection or trying to meet the desired outcome of getting close enough?

Explain the importance and relevance of the above debriefing topics:

- When delegating tasks be sure to understand the work your team members are currently working on.
- When communicating performance expectations always be clear and descriptive and confirm these expectations are understood.
- Don't always strive for perfection.

15 QUESTIONS

This activity is designed to be completed twice. One team member is nominated as the Presenter. The Presenter is required to choose a physical item limited to their surrounding area. For example, if they are in their office it must be a physical item in their office. Once they identify this item they do not share this item until the end of the activity. The objective is for the team to guess the item selected by asking 15 Questions. The Presenter can only respond with YES, NO, or NOT APPLICABLE.

The rules are as follows:

- 15 Questions and 3 Guesses within 3 minutes.
- Presenter responses are limited to YES, NO, NOT APPLICABLE.
- One question asked per team member. After one team member asks their question another team member must ask a second question and so on. If there are questions and time left over after all team members have already asked a question the same cycle is repeated until all questions are asked or time is reached.

If the team succeeds or fails at guessing the item, we recommend a second attempt. Before starting the second attempt the team has five minutes to evaluate their performance from the first attempt and come up with ideas to guess the item correctly in a faster time and/or with less questions.

When completed, facilitate a debrief around the following areas:

- What did they do during this activity to achieve an accurate outcome in a faster time that they should do more frequently on real tasks? (Consider things like documenting/taking notes, paying attention to what your peers are asking, etc.)
- In between 1st and 2nd attempt, provide feedback around questions that should have been asked or should always be asked (this promotes the importance of feedback).
- When asking questions to clarify an expectation, project or task what should you consider to ensure full clarity?

Explain the importance and relevance of the above debriefing topics:

- Performance improvement starts with failure. Having the humility to see what went wrong is going to guarantee better outcomes.
- Is everyone prepared with basic items to take notes or reference details discussed in previous meetings?
- When brainstorming or problem solving are you closely paying attention to what your peers and colleagues are saying?

REPORTER FOR A DAY (WITH AN AI SPIN!)

A week prior to this activity separate your team into pairs. Try to pair team members with individuals they do not know or barely work with. Depending on workflow and availability allow 1-3 days of prep time to review their AcuMax Index reports and interview their peer based on the two required questions:

- Explain how your (AI Drive) got you into trouble
- Explain how your (AI Drive) helped you

At the start of the week have one team share their reports with the rest of the team. Each person will share what they learned about their peer specifically around the two required questions. You can limit each presentation to 3-min and allow for as much creativity as desired. For example, someone might choose to simply refer to their notes or take it a step further and build a presentation with images!

Consider designating an AI drive so everyone can hear different or similar perspectives from similar profiles. For example:

- Think of any moment in your life and explain how your (A) Drive got you into trouble?
- Think of any moment in your life and explain how your (A) Drive helped you?

Explain the importance and relevance of this activity:

- Put in the effort to know more about the individuals you are working with. What is or has been a challenge for them could be more successful for you.
- Establish best practices so you know who to reach out to during difficult times. Two identical profiles will work through challenges in different ways. Learn how others are leveraging their AcuMax Index wiring profile to solve problems.
- Be humble about your successes and failures. For every drive that gets you trouble, there's a drive that will save you!