

25 Teambuilding Activities for a Remote Workforce

(Ideas appear in no particular order; list is non-exhaustive; updated March 19, 2020)

Whether it's two weeks or two months, having some fun teambuilding activities you can participate in while social distancing will ease some of the challenges employees face in becoming a remote workforce so quickly/unexpectedly.

- **Question of the day** – Using Slack or another collaboration tool, post a question of the day. For example: Which season is your favorite and why? Either encourage responses/discussion throughout the day or designate a certain time period for everyone to engage simultaneously.
- **Photo of the day** – Similar to question of the day, pose a certain topic/question, ask team members to take a picture of that item/their response and post it to the group thread for reactions/discussion. For example: What's your latest home project and how's it going?
- **MTV Cribs** – Showcase your home office space – whether temporary or permanent – via photo/video in the style of MTV Cribs.
- **Show and tell** – Gather/take photos or present on video special photos/mementos around your home and why they're important to you.
- **Slack integrations** – Explore integrations like Donut, which pairs up team members to converse with one another every few weeks. These virtual meetings can last anywhere from 15 to 30 minutes and the aim is to bond team members on a one-on-one basis through non work-related conversations.
- **Virtual potluck** – Set a day/time (like Friday at lunch) and everyone join via video (e.g., Zoom) to have lunch together. Share what you've prepared and catch up on water cooler-type conversations.
- **Bitmojis** – Create a Bitmoji (using the Bitmoji app on your mobile device). On any given day, ask team members to share their Bitmoji following a certain prompt. For example: What Bitmoji best represents how you slept last night?
- **Ted Talks** – Identify a Ted Talk (or other training webinar) you'd like to participate in as a team. While you're viewing it together, share insights and questions in real time via a shared chat platform. Afterward, consider applications to your organization.
- **Coffee klatsch** – Take 15 minutes on video one morning to sit down with your team and your favorite beverages (e.g., coffee, tea, water, soda) and just share what's going on in your lives. Identify ongoing opportunities to support one another.
- **Walking meeting** – We need to get up and move from time to time, so set aside a time on a given day to walk the neighborhood. Take and post photos of something interesting you saw on your walk. Alternatively, pose a challenging workplace problem, encourage team members to consider solutions during their walk and then come back for a team meeting to discuss ideas.
- **Team playlists** – Have everyone share their current favorite song. Using a platform like Spotify, create a staff playlist to fuel workdays, walks or workouts.

- **Personal facts guessing game** – Gather a list of personal facts (one or two per team member). Once the list has been aggregated and randomized, have participants guess who they think each belongs to.
- **Scavenger hunt** – Generate a short list of random items you may or may not traditionally find around the home. Give team members a certain amount of time to go find them. Come back and present to the group on camera what you found. The person with the most items collected wins.
- **Gif game** – Using a resource like Giphy, create a prompt and have team members respond with gifs. For example: Describe your Monday (or your weekend) using only a gif.
- **Emoji game** – Pick a category like favorite book or movie and have team members create a pictogram using only emojis to convey that title. Have everyone else guess the title until each has been correctly decoded.
- **Meme game** – Share a prompt with your team. For example: “When your friend who exaggerates everything is telling a story, but you were actually there.” Then, everyone else searches, chooses and posts a meme. Once they’re all posted, people vote on their favorite (other than their own).
- **National days** – Use a service like National Day Calendar to keep track of fun, unusual and unique national days to celebrate with your team.
- **Coworkers** – Start a thread asking your teammates to tell you something the kids, pets or adults in their household are doing, but to call them their coworkers, and the rest of the team should decide just how upset Human Resources (HR) will be.
- **Workouts/challenges** – As a team, select a workout (e.g., Couch to 5K) or challenge (e.g., 30-day abs) and motivate one another to complete each day’s workout/challenge.
- **Virtual Vacation** – Take a virtual vacation together. Share photos from a memorable vacation/staycation – or someplace team members hope to visit one day.
- **Book club** – Select a book (either personal or professional) to read as a team. Agree to certain page milestones and then come together in regular intervals to discuss.
- **Happy hour** – For those who are interested, set up an After 5 group, pour your favorite wine or mix your favorite cocktail, and then debrief the day/week during an informal video chat.
- **Celebrations** – Don't forget those birthdays, anniversaries and other important team member celebrations. Consider ways to recognize coworkers with digital gift cards, personal time off and other rewards.
- **Movie/TV reviews** – Thinking like a movie/TV critic, have team members write and share brief reviews for the movies/TV shows they’re currently watching.
- **Tip of the week** – Ask each team member to share one new learning from the week that has helped them grow either personally or professionally. Have them link to resources (where possible) for those interested in researching more information.