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TEAM BONDING AND EMPLOYEE ENGAGEMENT GUIDE

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MichBusiness has always been a platform for dialog, education and employee engagement tools. This guide is designed to help executive leadership, team leaders, and supervisors in virtual and hybrid environments with team bonding activities that amplify a healthy and uplifting culture.

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Team Bonding and Employee Engagement Guide

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The Basics

This guide is designed to help executive leadership, team leaders, and supervisors in virtual and hybrid environments with team bonding activities that amplify a healthy and uplifting culture.

25/45 Meetings

Allow meetings to end either at 25 minutes or 45 minutes, depending on the importance of the conversation. This allows team members to transition between meetings, get water, take a bio break, and have breathing room between digital meetings.

CEO Q&A Coffee Hour

Host a monthly coffee hour with the whole team and the CEO of the company. Questions to the CEO could be submitted in advance anonymously or directly at the coffee hour. The goal is to create a safe environment for questions to be answered and to get clarity on company objectives.

Charity Bonding Activities

Find a charity and set up a volunteering day for all team members to volunteer together by dropping off donations or whatever the charity needs that can be done remotely. Some in-person and hybrid environments are creating “all team” charity activities in person as a way to engage team members that normally do not see each other in person.

Comfortable Days

Whether in-person or hybrid, schedule Comfortable Days where employees have the option to not do their hair or make up and to wear comfortable clothes. Many companies require that cameras be on for digital meetings; on Comfortable Days, employees aren't asked to turn their cameras on.

Gift Boxes

If budget allows, send gift boxes or gift cards to make home offices more comfortable. Holiday cards are also appreciated. Some companies are sending food kits, such as cookie design kits, to be delivered at home, and scheduling a decorating day with best cookie contests. Others are sending delivered meals for team meetings and social hours. “Sunshine gift boxes” can be sent at stressful times or in the winter to brighten employees' day.

Impromptu Rewards and Incentive Ideas:

- Treat employees to a long lunch; send them a delivery or food gift card.
- Send snacks to home offices and/or stock up the break room with a variety of healthy treats.
- Provide gym membership or stipend for fitness equipment.
- Welcome pets, both digitally and onsite, if feasible.
- Design branded merchandise that is fun to have; send something fun for pets or kids.
- Personalize appreciation gifts; know team members' favorite things and send them specific items that they will enjoy. Examples: favorite candy, gift card to a favorite local shop, a bulk order of their favorite snack, etc.
- Write an appreciation letter and mail it to their home.
- Pay for team members, as a reward, to do something fun with their family or spouse (date night, dinner, etc.)
- Impromptu day off or close early on an individual basis.

In-Person Meetings, Outings, or Volunteer Activities

As a way to preserve culture, some companies are hosting in-person activities in addition to their hybrid work. These meetings are focused on team building opportunities and are set in advance throughout the year. Ideas include volunteering at a local charity, craft facilities (such as painting), nature walks/hikes, or fun group activities at a local business.

Lunch Overs

If a meeting is scheduled to go over the lunch hour and budget allows, offer Grub Hub or Door Dash for employees to order food. Everyone can share what they are having for lunch during a break in the meeting.

The Basics

Mental Health Days

In addition to PTO, the company can offer a Mental Health Day each month for employees to be able to unplug. These days can be taken at any moment with no questions asked.

Meeting Schedule Management

- **Mental Health Time Blocks**

Allow team members to block calendars for mental health breaks on their own or set a company policy that no internal meetings happen between specific times, so that employees can focus on e-learning, childcare, lunch, or daily walks or wellness breaks.

- **No Meeting Days or Weeks**

Choose a day in the week where meetings are not allowed, so employees can get work done without disruptions.

- **Required Time Off**

To ensure team member is taking advantage of non-screen time, a required time off policy can be created on specific days. For example: Monday – Thursday work hours are 8-5PM, and Fridays are 8-1PM, or random days can be assigned throughout the year for reduced hours.

Nimble and Transparent Status Messages

Whether in person, hybrid, or at home, ensure communication within the company, to allow all employees to know their colleagues' work status, using whatever communication platform the company provides. Employee status messages should change often throughout the day. Encourage team members to communicate wellness breaks or when they are "out for a walk," to show support of wellness and well-being in the workplace.

Team Chat Channel

Have a chat channel that is created for fun and social updates. Leave this chat open for anyone who wants to share announcements, celebrations, or photos. Ask weekly icebreaker questions, such as "what are you grateful for" or "what's for dinner tonight?" to encourage social conversations. This open channel creates an opportunity for employees to feel stronger relationships, not only with each other, but also with the company.

Virtual Buddies

Randomly assign pairs of employees to match together for two weeks, asking them to check in on one another and help stay connected while working from home. Change the employees on a rotational schedule.

Wellness Checks

Have a point person that can call each employee for a check-in. This gives employees the opportunity to communicate any frustrations or changes needed to their schedule or style of working in a hybrid, in person, or digital environment. Many employers are allowing employees to set their own work schedule and style; it is important to check in to ensure success.

Virtual Games and Activities

Baby Photo – Guessing Game

Have employees submit their baby photos and ask them to guess who each baby is. Reveal the answers at the end of the day with fun prizes.

Virtual Games and Activities

Book Club or Streaming Club

Invite team members to start an internal book club or streaming club. Once the book, movie, or show has been chosen, schedule a club meeting. Most meet once or twice a month and discuss different topics shared in the book, show, or movie.

Business Bingo

There are many ways to play bingo during meetings, virtual conferences, and throughout the week. There are free online bingo cards to use or cards can be customized and created internally for the business culture.

Call of the Champions

One way to make virtual calls fun is to assign roles during meetings. If someone has a specific job to do, like cheerleader or shade thrower, then they will be more engaged. Call of the Champions is a fun way to recognize the heroic roles that participants play in making a virtual call fun.

- **Cheerleader:** Responsible for keeping spirits high during the meeting. This person will enthusiastically cheer on the speaker and other team members and lead others to do the same.
- **Mover and Shaker:** This role is like a virtual meeting traffic cop. When conversations get in the weeds or otherwise aren't moving along, then this person's job is to get everyone back on track.
- **Shade Thrower:** Empower this champ by giving permission to politely boo others. This role is mostly for games with an element of competition.
- **Photographer:** Throughout the meeting, there will be opportunities for photos and snapshots of the team. Remote teams need photos, too! Give someone the role of group photographer and they can snap a few shots to share by chat or email later.
- **Scribe:** For some people, Scribe is the least fun role at the meeting and for others, it is the dream job. The scribe is in charge of taking notes.

Can You Hear Me Now?

Play "Can You Hear Me Now" in a virtual conference room. Nominate one person to be the speaker and the rest are artists. The speaker uses a random image and the goal is to describe that image—using only geometric shapes—in such a way that the artists can draw it successfully. For example, the speaker may say "draw a large circle and then three equidistant triangles," but may not say "write the letter E." By limiting instructions, the speaker needs to exercise extremely accurate communication skills and the artists need to listen and interpret. Everyone can share their drawings once the speaker is done instructing.

Charades

Charades is a basic game that translates easily to virtual meetings. Split into teams and use the charades idea generator below to choose words and phrases. The person who is acting out the charade uses the virtual meeting "spotlight" feature and their team has one minute to figure out the phrase. Charades idea generator: <http://www.getcharadesideas.com/>

Virtual Games and Activities

Decorating Contests and Kits

For holidays such as Halloween, St. Patrick's Day, or Christmas, employees can share photos of their holiday-decorated areas. It can be their work space, front yards, mantels, etc. Share the photos without naming the owners in an email or on the social chat channel and have other employees vote for the best decorated space. Winners can be announced at the end of the day or in team meetings. Prizes can be awarded. Some companies are sending kits home to employees—pumpkins, cookies, gingerbread, cupcakes, etc.—for decorating contests.

Employee Spotlight Appreciation Week

The employee spotlight appreciation week (or other appropriate time frame) honors each team member with a special shout out to celebrate them. One point person will send an email out every day with five (or more) employees that will be highlighted that day. Other team members are encouraged to email these highlighted employees with special shout outs, texts, or photos highlighting a few of their special qualities.

Five Things in Common

As the host, pair up people that work in different departments or that work on different teams. Give each team 15 minutes to chat in a break-out room and find five things in common that they share outside of work. When the time is up, bring everyone back together and let team members share what they've learned.

GIF Story Challenge

The GIF story challenge compels players to tell a story using only GIF images. To play:

1. Split the group into teams
2. Send each team a tale to tell, either a famous book, movie, song, TV show, or an original story.
3. Allow teams five minutes to strategize and select GIFS
4. Have each team take a turn telling the story via chat
5. Challenge the opposing team to guess the story

If the team guesses correctly, then award a point. You can award extra points for creativity, humor, and good use of GIFs, too! The team with the highest score after all rounds winds the game.

Guess That Song

Prior to the game starting, have a play list of popular songs. Have all participants be muted and play a song. Ask the players to unmute or use the chat feature and shout the name and artist of that song. The first person that guesses correctly gets a point. Include all genres and generations in the play list.

Guess That Movie

Prior to the game starting, curate a video playlist with movie scenes. Mute all participants and play the movie scene without revealing the film the clip is from. Ask the players to submit the name of the movie to the facilitator in chat. The first person who guesses the film correctly wins the round. A suggestion is to use "best movie scenes of all time" or "top movie clips" on YouTube to put together the list.

Virtual Games and Activities

Guess Who

This is a modified version of the board game *Guess Who?*, in which players guess each other's "mystery character" through a series of yes or no questions. Here's a simple set of rules: All players decide on a single TV series, movie, or show that features many characters. It doesn't matter what genre it is, as long as all players are familiar with its characters. Each player chooses a specific character and finds an image to display on their screen. Do not share screens at this point. Then, each will take turns asking yes or no questions about the other's "mystery character." Questions may include "does your character have glasses?," "does your character have short hair?," "is your character human?," etc. The player to guess the correct character wins. Upon guessing correctly, screens will be shared to show who each "mystery character" was. This can be repeatable for different characters and shows.

Guess Whose

Find a theme for the week to share a specific item, such as coffee mugs, front doors, stuffed animals, favorite trinket, etc. Employees take photos of that specific item and send it to the point person. Throughout the week these photos can be shared in an email or a social channel, and employees guess whose item each one is. Players can offer hints.

Jeopardy

Here is one way to create a game using PowerPoint. It will take about 20 minutes to create a customized Jeopardy game. Visit this link to see the full list of instructions:

<https://www.ispringsolutions.com/blog/how-to-make-a-jeopardy-game-in-powerpoint>

Learn a new language

Virtual classes can be held for employees to learn new languages. A professional can offer this class to all, or have fun with it and let an employee that knows another language share their knowledge with their co-workers. They can learn basic words, such as "hello" or "how are you," or learn how to count.

Lunch and Learns with Employees and Their Families

This is a great way to highlight individuals in the organization and learn more about team members—their backgrounds and family members. Invite team members to select a lunch date that works best for them to tell a story they would like to share. This could include sharing about their religion, cultural background, a fascinating life story, etc. For example, team members who are parents with adopted children might share their adoption story, or ethnic team members might share about different cultural traditions.

Microsoft Teams Guess Who Game

Microsoft Teams offers a feature called Together Mode, which displays meeting attendees lecture-hall style, placing the image of each participant in an auditorium seat. To play:

1. Activate Together Mode for everyone
2. Choose a team member to be the secret person.
3. Have players take turns asking one question, such as "does this person wear glasses?" or "does this person have brown hair?" They then get one guess to Guess Who.

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(Another way to play is to have one person guessing the entire game while the rest of the team asks questions.)

4. Ask each player to turn off their video when eliminated by a wrong guess.
5. The game ends when only one player remains on screen or when a player correctly identifies the secret person.

Because the characters are coworkers, this version of Guess Who is extra fun! Plus, if players use non-physical characteristics, such as “does this person run marathons?” to narrow down the choices, then teammates can learn more about each other, too.

MTV Cribs: Remote Team Edition

Colleagues can still open their homes to one another and participate in some MTV style fun. Employees can give a house or office tour while they share stories about different parts or things in the house.

Never Have I Ever

Play the remote work-friendly version of the “Never Have I Ever” game. As the event organizer, all the topics can be determined in advance or have team members submit topics that are filtered for the group. Never Have I Ever is typically a knock-out game, which means each player starts with five fingers up and loses a point for each of the topics that they have, in fact, done. For example, if the prompt was “never have I ever eaten sushi,” then everyone that has eaten sushi would put a finger down.

Examples to use: Never Have I Ever...

- ...adopted a pet
- ...worked in a restaurant
- ...made pizza from scratch
- ...seen a double rainbow
- ...shoveled snow

Pet Channel

Pets are loved by many. Create a pet-themed channel for employees to share photos and stories about their pets. Pets can also be invited to team meetings and assigned job responsibilities.

Pictionary

To play, divide into teams. Find a word or use the Pictionary word generator below and choose a team to play first, as well as a designated drawer on that team. The drawer generates a word and has one minute to draw that word for their team to guess. If the team guesses the word correctly, they get a point. Pictionary word generator:

Pictionary word generator: <https://randomwordgenerator.com/pictionary.php>

Recipe Share and Company Cookbook

Host a team lunch and ask team members to come prepared to talk about their favorite recipe. A theme can be determined for each session, for example desserts, traditional favorites, seasonal treats, and so on. Ask them to send their recipe and a few photos to

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the team member who will compile the recipe book. During the team building session, each team member will share their recipe verbally and share a story along with it. This is great for getting to know team members, while also creating something useful as a group. After all sessions, compile all recipes into a company cookbook.

Robot Training

While Robot Training usually focuses on instructing a team member through a simple task like tying their shoes or assembling a peanut butter and jelly sandwich, participants can also play this game entirely digitally. To play digitally, ask one colleague to share their screen. Then, using step-by-step directions, proceed to dictate the steps necessary to complete an action on their screen. For instance, ask the player to pull up a creative software for drawing and instruct them on how to draw a cat. It could be any software that requires instruction. The point of Robot Training is to develop team communication and cooperation skills.

Run and Find – Scavenger Hunt (great with kids)

Get all participants ready on camera on a virtual meeting platform. Do not share the scavenger hunt list items in advance. Once everyone is on camera and ready, mention the first item that they need to find. All participants will run and find that particular item and bring it back to the camera. The first person that returns with the item back to the camera gets a point. Keep playing until all items have been collected. Participants must bring new items every time, no repeats. Tally up the points and announce the winner at the end of the game. Here are examples of scavenger items: a book with a person on the cover; something that smells good; an item that covers you from the rain; a coffee mug with words on it; a piece of fruit; a breakfast food; a flag; something you can use as weights; something that makes music; sports equipment; fresh dessert; something that can be turned off; something that provides light; something that grows and needs nurture; a key; a shoe.

Scattergories Game

This weblink is a digital version of the game Scattergories and can be screen-shared for a group meeting: <https://swellgarfo.com/scattergories/>

How to play:

- Share screen and click play when everyone's ready. (Note the restart button for additional games or to start over.)
- For each category shown on the screen, players write down answers that start with the shown letter.
- When the timer stops, everyone must immediately stop writing. After two minutes, everyone shares their answers.

Show and Tell

Create a themed "show and tell" and give team members at least one week to select their item. Each team member is given time to show their item and tell stories to go with it. This will spark engaging conversation and create fantastic team bonding. Some show and tell ideas:

- Favorite childhood items
- Vacation memories

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- Family photos
- Can't leave the house without...

Spelling Bee Competition

Chose an event organizer to host a Spelling Bee within the company. Have them find words in the dictionary that each contestant can spell out. If they spell the word correctly, they remain in the competition; if they spell it incorrectly, they are disqualified. Keep playing until there is only one winner.

Spirit Days or Spirit Weeks

Spirit Weeks or Days feature various themed activities to boost team spirit or to bring awareness to a specific event or cause. Team members are encouraged to wear outfits that correspond with the featured themes. Whole weeks are great, but a fun way to implement spirit days is to invite team members to wear something related to the spirit theme during team meetings. Team meeting Spirit Day ideas:

- Favorite summer hat
- National eyewear day
- Favorites sports jerseys
- Your favorite school
- Wear your favorite color

Spot the Difference

To play:

1. The group will split into teams of two to five.
2. All teams will have one minute to study the screen before entering breakout rooms.
3. Within breakout rooms, the teams will decide one background object to change.
4. Teams will rejoin the main room.
5. Players will hunt for differences, and make guesses by typing in the chat box.
6. The first player to spot the difference wins a point for the team.

Talent Show

Talent shows are a great way to involve the whole family in team and culture-building activities. Encourage the team to include their family, loved ones, roommates, and pets.

Preparing for the show:

- Ask performers to sign up to perform in advance
- Set up a show agenda with 2-5 minutes per act.
- Recruit a different team member co-host for each show
- Keep the show short—30 minutes at most, with 5 to 6 performers each time.

During the show:

- Have a specific host or emcee that will introduce all the acts
- Use the "mute all" feature, and then unmute the team member who is performing.
- Turn off the chat feature to avoid distractions for the performer.
- After each performance, unmute all and give the team a chance to show their appreciation for 10 seconds or so.

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Team Social Hours, Coffee Connections, and Meeting Ice-breakers

Host a social hour, with one person in charge of having 4-6 open-ended questions ready for a relaxed discussion that participants can share stories about. Each social hour can have a theme about specific topics or can be generic. Here are example questions:

- If you could have your own TV show, what would it be called?
- When did your life change for the better?
- What is the largest crowd you have ever been in?
- What are your parent's best qualities?
- What is your favorite memory of your childhood?
- What is one life lesson you will never forget?
- What is the scariest thing you have ever done for fun?
- What is in the trunk of your car right now?
- If you could visit any place in the world, where would it be and why?
- What was the first concert you attended?
- What advice would you give your younger self?
- If you had one extra hour of free time a day, how would you use it?
- If you could only get one item at the grocery store, what would it be?
- Name one thing no-one knows about you.
- What do you consider your most famous moment?
- What is your most embarrassing moment?

The Price is Almost Right

The Price is Almost Right is a game where the host of a virtual conference call holds up household objects and other attendees shout out prices. The first person to guess within five cents of the actual retail price without going over gets one point for their team. Anyone that guesses over the retail price is out for that round.

Typing Speed Race

Typing Speed Races are a fun engaging activity for anyone that likes to chat instead of talk via Zoom (or any other video call platform). As the host, prep a list of words that range in easy-to-hard difficulty. Once everyone is ready, call out each word and have players type it as fast as they can into the chat. The person that types the word correctly first wins a point.

Viewing Party

Viewing parties can be related to committees in the organization, such as diversity or wellness committees; for example, a documentary can be shared for Black History Month. Or, if preferred, a social viewing party can be hosted, with themes such as Halloween or other holidays. One team member can share their screen or there are many online resources for shared streaming with various apps.

Virtual Campfire

Virtual campfires for remote workers include stories, fun games, and s'mores. For s'mores, team members bring a piece of chocolate, mini marshmallows, graham crackers, a small candle, and a toothpick. Open up the meeting link and enjoy a cozy fireside chat with the team. Have some questions prepped, in case the conversation doesn't flow on its own. There

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are digital fireplace or campfire videos that can be screen-shared during the campfire.

Virtual Musical Chairs

Virtual Musical Chairs adapts the idea behind the in-person game to an online environment. Instead of trying to steal chairs before the music ends, the last participant left dancing when the music ends loses the round. To play, create a playlist with “dancey” tunes. Once everyone is in the online meeting room, start playing songs, pausing at random and phasing out the last player who is still dancing. As each participant is eliminated, ask them to turn off their camera to help keep track of who is still playing.

Virtual Tours

Host virtual tours, where employees can share their work spaces, backyards, gardens, favorite walking path, etc.

Virtual Museum Tours

<https://www.travelandleisure.com/attractions/museums-galleries/museums-with-virtual-tours>

Virtual National Park Tours

<https://www.travelandleisure.com/trip-ideas/national-parks/virtual-national-parks-tours>

Virtual Travel with Your Team

There are several tour companies that are streaming virtually. Team members can either book a tour on their own or the company can purchase a private group live tour. Places like Belize, Paris, Prague, Amsterdam and other wonderful travel can be a shared live experience.

<https://hopatour.com/>

War of the Wizards

War of the Wizards is a unique and engaging virtual team building activity. The game is a live, facilitated, 90-minute event and includes mechanics of RPG games, escape rooms, puzzle solving, storytelling, and world building. A group of wizards have been at war for eons and none of them quite remembers why. Colleagues become the wizards’ minions, telling stories, solving puzzles, and completing challenges to earn “sparkle points,” cast spells, and do whatever it takes to bring a peaceful resolution to the war. This game is smart, fun, wildly different, and perfect for remote teams. <https://warofthewizards.net/>

Werewolf

Werewolf is a game of wits, deceit, and skillful manipulation, as one seeks to survive the night. The entire game is based on speaking, careful listening, and voting, which can be run virtually. First, each player draws a card that indicates a role: werewolf, villager, medic, or seer. For a remote game, team members can be assigned a role randomly and sent their role in a private message. Werewolves eat other players, villagers vote on who they think is a werewolf, medics can rescue a player from the jaws of near-death, and seers can reveal a player’s status as wolf or not. Once each participant has a role, the game master announces that night has fallen and everyone closes their eyes and does a pitter-patter drum roll for something fun to do and to mask other sounds. The game master then calls the werewolves to wake-up, select one victim, then go back to sleep. Next, the medic wakes up, points to a

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person to save and then sleeps again. Finally, the seer points to one person to reveal whether they are a wolf or not, and the game master nods yes or no to confirm. Then, the game master announces it is morning and reveals whether the wolves successfully ate a villager. Usually one villager dies in the night, with the exception of the occasional save by a medic. The survivors debate who the werewolf is, and then vote to either eliminate someone or skip the round. Anyone that dies or is removed from the game becomes a silent ghost, and can no longer speak or otherwise participate in the game. Repeat this process until only villagers or wolves remain. Werewolf fuels a lot of discussion and is great for team bonding.

Trivia Games

For trivia games, the first to answer correctly in the chat wins the point. Prizes can be awarded.

Beverage Themed Trivia

1. Anheuser-Busch Brewery had its headquarters in which U.S. city? (St. Louis)
2. The German beer festival is held in Munich during what month? (October)
3. What U.S. state drinks the most alcohol per person? (Nevada)
4. What soft drink has trademarked the slogan "Obey Your Thirst"? (Sprite)
5. What do you call a small, medium, and large in a Starbucks coffee shop? (tall, grande, venti)
6. In "Pirates of the Caribbean" what does Captain Jack Sparrow love to drink? (rum)
7. What is in a screwdriver? (vodka and orange juice)
8. Name a drink that is served in a salt-rimmed glass. (margarita)
9. How does James Bond prefer his martini? (shaken, not stirred)
10. This drink is typically served during brunch in a flute glass (mimosa)
11. Where is Starbucks headquartered? (Seattle, WA)
12. What is a Starbucks puppuccino? (a small cup of whipped cream)
13. Name the sport that was created due to moonshine. (NASCAR)
14. Little kids sell this type of drink on the streets for 25 cents. (lemonade)
15. What is the first soft drink that was sent to space? (Coca-Cola)
16. Where is the main headquarters of Coca Cola located? (Atlanta, GA)
17. What type of cocktail is served in a copper mug? (Moscow mule)
18. Which beverage is advertised as being "sports fuel?" (Gatorade)
19. This drink is popular around the holidays and has eggs in it. (eggnog)
20. Name one of the world's most famous wine regions that's found in California. (Napa Valley)
21. Name the only U.S. state which grows coffee beans. (Hawaii)

Company Learning Trivia:

Create customized trivia questions that can be used sporadically throughout meetings. These trivia questions can help "train" people on proper protocol, policies, or information, such as company history and fun facts.

Trivia Games

Dessert Themed Trivia

1. What is the rarest M&M color? (brown)
2. What is the top-selling cookie in the United States? (Oreo)
3. Where can you get a Frosty? (Wendy's)
4. What is the main flavor in a traditional tiramisu cake? (coffee)
5. What is the main ingredient of a cheesecake? (cream cheese)
6. What chocolate factory is headquartered in San Francisco? (Ghirardelli)
7. This powdered sugar-coated fried dough is famous in New Orleans. (beignets)
8. What cookie is served as a dessert in Chinese restaurants in the U.S.? (fortune cookies)
9. Name the state which is famous for the third largest production of peaches in the U.S. (Georgia)
10. This gourmet popcorn company is famous in Chicago. (Garrett Popcorn Shops)
11. Name a holiday on which pumpkin pie is prepared in the US and Canada. (Thanksgiving)
12. Name the official state dessert of Massachusetts. (Boston Cream Pie)
13. What is the state fruit of New York? (apple)
14. What dessert originates from Greece and is made with filo dough, nuts, and honey? (baklava)
15. It is a crisp, sweet crunchy tube filled with a cream or ricotta cheese filling. What is this Italian treat? (cannoli)
16. What sweet treat is popular on Mackinac Island, Michigan? (fudge)
17. What kind of ice cream does Ben & Jerry's use in its "Chunky Monkey" flavor? (banana)
18. What ingredients do you need to make a s'more? (marshmallow, chocolate, graham cracker)
19. Timbits are tiny donuts found at what store? (Tim Horton's)
20. What candy bar consists of nougat, caramel, and peanuts wrapped in chocolate and was named after a family horse? (Snickers)

Wellness Activities

Please note that there is an additional resource guide dedicated to Wellness and Well-being in the Workplace. These are a few examples of group wellness activities for team bonding.

Dance party

If there is a dancer at the company, ask them to host a virtual dance party. The team can dance together with the same music and instructions or they can dance separately with their own music.

Goal Sharing Sessions

Goal sharing is one of the activities in a wellness program that can enhance sharing of personal milestones and a collaborative spirit. Regular checkups with the team ensure they encourage each other towards accomplishing goals.

Wellness Activities

Group Meditations

There are many free apps and online videos on meditation sessions, ranging from 10 minutes to 60 minutes. Have team members join in a virtual meeting room for a meditation session, for everyone to breathe and relax together. Cameras can be off or on.

Healthy Cook Master Classes

Set up virtual cooking classes with an experienced chef or with a team member that cooks healthy food. There are also free online cooking resources to stream or share with the team. This is one suggestion: <https://onsite.fun/activities/categories/cooking-baking-classes/locations/online>

Moments of Gratitude

Gratitude reflections are a great way to maintain a positive outlook. Before or after a meeting, open up the floor for conversations about things the team is grateful for. It's important for leadership to participate, as well. Supervisors can provide journals to log moments of gratitude to each team member and can provide time on a routine basis during meetings to journal gratitude.

Nutritional Consultations

The goal of this activity is encourage employees to eat healthier. To that end, consider hiring a nutritionist for a one-on-one consultation or set up several virtual workshops to support dietary well-being. Cooking, shopping, and healthy recipes can all be shared digitally.

Social Distanced Walk/Hike

Pick a park or other walking location and invite team members that feel comfortable to go for a group hike.

Therapy Sessions

If budget allows, hire a therapist for a lunch and learn to provide tips and tricks on how to de-stress, relax, and unplug.

Virtual Standup Comedy

Look for a workplace-friendly comic for a team celebration, virtual hour, meeting, or wellness activity. A budget-friendly version is to share workplace-friendly "dad" jokes, with everyone bringing three of their favorite jokes to share.

Virtual Workouts

Have a team member who is a fitness guru host weekly virtual workouts. The sessions can be held for 15-30 minutes and can start at an easy difficulty level, using any equipment attendees have remotely. Cameras should not be required, for employees' comfort. There are many free online streaming workouts that can be screen shared, as well.

Virtual Yoga

If there is have an avid yogi at the workplace, ask them to host weekly 15- to 20-minute yoga sessions virtually. Breathe and stretch for a relaxing moment. Keep the difficulty at an easy level to ensure participation.

Wellness Activities

Wellness Challenges

Decide on a sleep, step, and/or water challenge and invite team members to participate. Set the daily/weekly goal and have everyone keep track of their progress. Challenges can last anywhere from three weeks to two months. A group chat channel can be created for participants and/or specific challenges can have separate chats. The challenges are not designed to produce a “winner,” but to motivate each other in reaching goals. Examples of challenges:

- Step Challenge goal: 8-10 K steps per day.
- Water Challenge goal: 9-12 cups per day.
- Sleep Challenge goal: 7-8 hours per night.

Wellness Chat Channel

Create a wellness social chat channel(s), where employees can share healthy tips, workouts, inspiration, and motivational quotes, as well as random stretch and water breaks throughout the day. Channels can have wellness related themes.

Walking Meetings

If meetings don't require computers, or note taking, encourage employees to go for a walk during the meeting with video/sound turned off. They can move their bodies and listen to important announcements at the same time. Another concept is to encourage employees to pick one meeting a day during which to walk, if appropriate, or to take a walk after a meeting. Encourage status messages that show they are on a walk or attending the meeting while walking.

Walking Wednesday

In a virtual world, allow time each Wednesday for employees to go for a walk around their neighborhood at the same time or anytime during the day. Employees can then share photos of their walk paths via email or the wellness chat channel.

For more information on mental, financial, and physical wellness, please view our Wellness Resource Guide [HERE](#).