

Icebreaker & Connection Ideas Sheet

Icebreakers and connection activities help build trust, energy, and belonging within a team. This sheet provides a variety of ideas suitable for in-person and virtual settings, designed to create positive engagement and stronger relationships.

1. Purpose of This Tool

- ☐ Strengthen trust and connection within teams.
- ☐ Build rapport quickly during meetings or workshops.
- ☐ Encourage open communication and reduce barriers.
- ☐ Create psychological safety and inclusion.
- ☐ Support team culture through shared fun and authenticity.

Tip: The best icebreakers balance light-hearted interaction with meaningful conversation.

2. Quick Icebreakers (Under 5 Minutes)

Activity	Description	When to Use
One Word Check-In	Each person shares one word describing how they feel today.	Start of a team meeting.
Two Truths and a Lie	Everyone states two truths and one lie about themselves; others guess which is false.	Great for new teams.
Show and Tell	Each person shows an item on their desk or nearby that tells something about them.	Ideal for virtual teams.
Emoji Status	Team members post or say an emoji that represents their current mood.	Online team calls.
High-Low-Thankful	Everyone shares a recent high point, low point, and something they're thankful for.	End-of-week wrap-up.

- ☐ Choose short, energising activities to warm up meetings or reset focus.

Tip: Keep it inclusive and optional - comfort levels vary.

3. Conversation Starters (5–10 Minutes)

Prompt	Purpose
What's one thing that made you smile recently?	Builds positivity and connection.
If you could have one superpower at work, what would it be?	Encourages creativity.
What's something you've learned this month?	Promotes reflection and growth.
Coffee or tea - and why?	Light and easy topic for quick bonding.
What's your go-to productivity hack?	Shares personal insights.

☐ Use conversational questions to spark meaningful, low-pressure sharing.

Tip: Avoid overly personal or controversial topics to maintain inclusivity.

4. Team-Building Starters (10–20 Minutes)

Activity	Description	Objective
The Marshmallow Challenge	Teams build the tallest freestanding tower using spaghetti, tape, string, and a marshmallow.	Fosters creativity and teamwork.
Shared Playlist	Each team member adds one song to a collective playlist.	Builds emotional connection and fun.
The Memory Game	Share memorable work experiences or lessons learned.	Encourages storytelling and bonding.
Bucket List Challenge	Everyone shares one goal or experience they want to achieve.	Promotes openness and aspiration.
The Logo Exercise	Teams design a logo that represents their team identity or mission.	Reinforces unity and purpose.

☐ Use these activities during workshops or retreats to strengthen collaboration.

Tip: Debrief after each activity to highlight teamwork lessons.

5. Virtual Team Connection Ideas

Activity	Description	Platform / Tool
Virtual Coffee Roulette	Randomly pair team members for 15-minute informal chats.	Microsoft Teams, Zoom, Slack.
Online Quiz or Trivia	Host a themed quiz about general knowledge or company facts.	Kahoot, Mentimeter, or built-in polls.
Guess the Workspace	Share photos of workspaces and guess whose is whose.	Remote meetings.
Gif Reactions Only	Everyone responds to a question using only GIFs.	Slack, Teams, or Miro board.
Team Bingo	Create bingo cards with phrases or habits common to your workplace.	Shared whiteboard or PDF.

☐ Use these ideas to keep distributed teams engaged and connected.

Tip: Schedule regular informal interactions to replace “water cooler” moments.

6. Deeper Connection Activities (15–30 Minutes)

Activity	Description	Objective
Values Exchange	Each person shares one personal or professional value that drives their work.	Builds empathy and shared purpose.
Appreciation Circle	Team members express gratitude or highlight one another’s strengths.	Encourages trust and morale.
Story Behind the Name	Team members share the story or meaning behind their name.	Promotes diversity and understanding.
Team Timeline	Build a shared visual timeline of team milestones or achievements.	Reinforces collective pride.

☐ These activities deepen relationships and strengthen team identity.

Tip: Only use deeper exercises when psychological safety is already established.

7. Energy Boosters and Focus Resets

Activity	Description	Duration
Stretch Break	Guided stretching or short movement session.	2–5 minutes.
30-Second Dance Party	Play a fun song - everyone moves or bobs along.	30 seconds to 1 minute.
Mindful Breathing Pause	One minute of calm breathing before resuming work.	1–2 minutes.
Quick Fire Round	Each person answers a rapid question like “tea or coffee?”	3–5 minutes.

☐ Great for long meetings or when energy dips.

Tip: Physical movement helps reset focus and boosts engagement.

8. Hybrid Team Adaptations

Activity	Description	Adjustments
Show and Tell	Use a shared camera or screen for remote participants.	Rotate hosts each week.
Team Quiz	Use hybrid-friendly tools like Kahoot or Slido.	Display results on shared screens.
Shared Playlist	Combine in-room and remote suggestions on a music platform.	Play selections during breaks.

☐ Adapt activities so everyone can participate equally, regardless of location.

Tip: Always check tech compatibility before starting.

Notes

9. Reflection and Feedback

Question

Response

Which activities helped you feel more connected?

Which ideas worked best in your setting?

What should we try next time?

How has connection improved our teamwork?

☐ Gather feedback to refine future sessions.

Tip: Encourage voluntary participation and respect comfort levels.

10. Planning Checklist

- ☐ Choose an activity suited to your team size and context.
- ☐ Set clear objectives - fun, trust-building, focus, or reflection.
- ☐ Prepare materials or links in advance.
- ☐ Allow time for discussion or debriefing.
- ☐ End with positivity or recognition.

Tip: The most effective team connections happen regularly, not just once.

How to Use This Sheet

Use this sheet to energise meetings, introduce new members, or strengthen morale. Mix short and long activities throughout the year to maintain connection. Combine it with the Team Dynamics Assessment and Psychological Safety Checklist for a holistic approach to team cohesion.

Notes