



ORGANIZATIONAL *life coaching*
Let success and wellness coexist.

Social Identity Theory

A Virtual Team Exercise



What is Social Identity Theory?

It's a psychological concept that explains how people's sense of who they are is influenced by the groups they belong to.



For example...

When you feel a strong connection to your colleagues,

- your work group becomes a big part of your identity.
- you're more motivated,
- collaborate better,
- and work towards shared goals because you want to help your group succeed.

How it Supports OD:

- **Enhances Communication:** Promotes ongoing dialogue vital for maintaining trust and building rapport among the team.
- **Strengthens Collaboration:** Reinforces the importance of working together.
- **Builds Company Culture:** Helps create a strong social identity within the company by reinforcing shared values and mission.
- **Improves Morale:** Fosters belonging, a core value needed in organizations to feel connected to others for a positive and inclusive environment.



The Virtual Office Exchange Challenge



15-30

MINUTES

In today's world of remote and hybrid work, it's easy for teams to feel disconnected despite working towards the same goals. That's why we've created the Virtual Office Exchange Challenge Series—a fun and engaging way to unite employees across different locations, deepen team collaboration, and strengthen company culture.

Activity Type:
Team Building

Difficulty:
Easy

Goal:
Foster Belonging

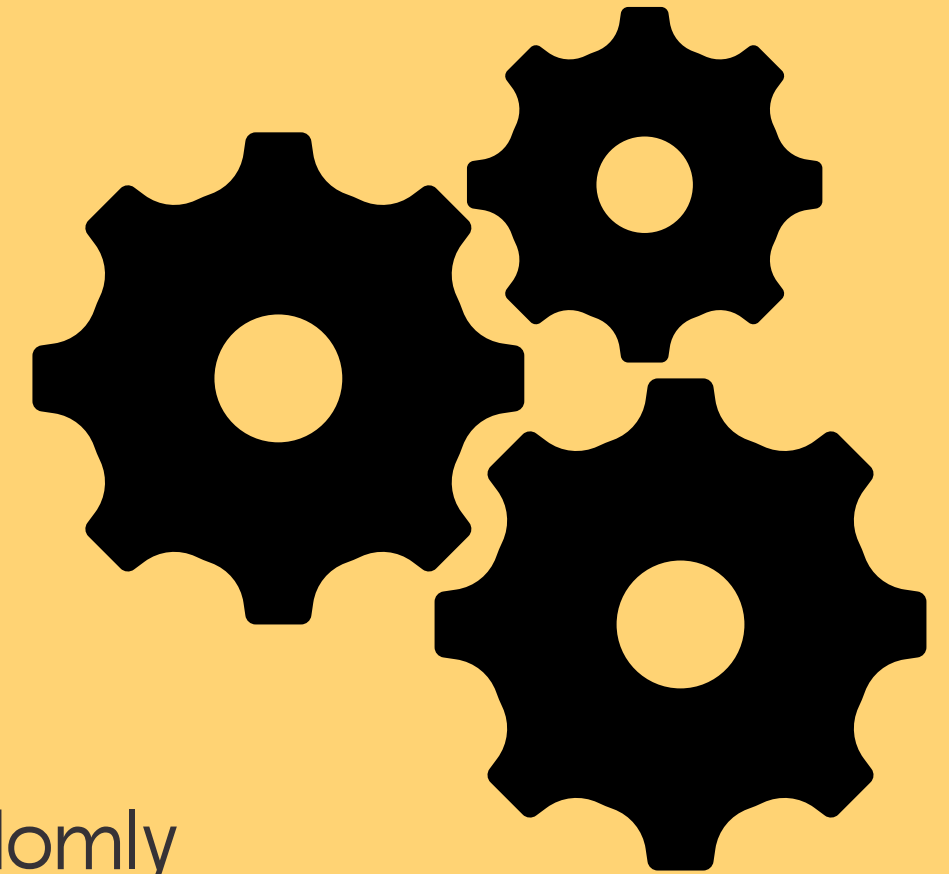
Materials Needed:
Phone, Pen/Paper

A red, irregular brushstroke-like shape with a yellow pencil line running through it.

HERE'S
HOW IT
WORKS

Meet My Partner

Two employees from different offices will be randomly paired. Your mission? Interview each other, get to know your partner, and then each of you will introduce your partner to the entire company/department/team via an email!



In your email introduction, please answer the following questions about your partner:

1. Introduce your partner: Name, location, job title, and a brief overview of their role.
2. What surprised you? Share something unexpected or interesting you learned about their office or responsibilities.
3. Office inspiration: What's one aspect of their office culture or routine that you'd love to bring to your own?
4. Collaboration insight: Complete this sentence together— "My partner and I agreed that we could work more as one team in the future by..."

More questions



5. Fun fact: Share one fun or surprising thing most people don't know about your partner.

6. Personal detail: Choose three personal details to include (with your partner's permission), such as:

- Where he/she went to school
- His/Her favorite Halloween costume
- Which Disney character would he/she want to be and why
- If he/she has a pet
- His/Her favorite book, poem, movie, or TV series
- The city he/she was born in
- Or any other fun, approved tidbit

This short and sweet initiative is all about connection, collaboration, and celebrating the unique people who make up our incredible team.

**We can't wait to learn more about each other—
one partner at a time!**

Let's have fun and grow together!