

ULTIMATE VIRTUAL TEAM BUILDING LIST

Looking to plan a great virtual team building event?

Getting a team together to work on a new skill, open themselves up emotionally, or just have a little fun is a key element for building camaraderie and psychological safety. By allowing teammates to know each other's different personality facets, you open more opportunities for deep connection. But there are particular aspects of virtual team building you need to take into consideration.

- Asynchronous** Team members or colleagues can participate in this on their own time, not all at once. Great for ongoing, casual community building amongst geographically distributed teams
- Synchronous** Like their non-virtual counterparts, these events happen at the same time for all participants
- Hybrid** These activities work if some people are in the office and some are not, but differences in each experience may require planning
- Educational** Activities where participants learn or improve a business skill, like public speaking or giving feedback
- Competitive** Competition drives a feeling of cohesion amongst team mates and can be an exciting way to get people out of their work personalities. Others may not enjoy it, so it's important to balance these activities with less adversarial options.
- Emotional** For true team intimacy and trust, sometimes people need to reveal more of their inner personality. These events are usually more intimate and appropriate when the group is already bought into their need for elevated cohesion and trust, e.g. an executive team.
- Delightful** We all just need a treat sometimes. These activities take people out of their day to day.
- Group Size** Some activities work best in small groups and some can accommodate huge groups

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ACTIVITY	DETAILS	ASYNCHRONOUS	SYNCHRONOUS	HYBRID	EDUCATIONAL	COMPETITIVE	EMOTIONAL	DELIGHTFUL	GROUP SIZE
Strengths Sharing	Have every person on the team list a strength about every other person on their team anonymously, then distribute the lists to the recipients.	A		H			E	D	Any
Recipe Club	Everyone works off the same recipe or concept, say chocolate chip cookies, and shares their success or failings. Bonus points for mailing examples to your colleagues.	A		H		C		D	Any
Visual Bake Off	The team bakes something off of one recipe in an effort to come up with the most physically appealing. Points also awarded for the biggest failures!	A		H		C		D	Any
Book/Series/Podcast Club	Everyone can approach the same entertainment, at the same pace, no binging allowed! Live Slack chats can add a synchronous element, but gathering 1:1 to discuss is a way to make it less time bound.	A	S	H					Any
Life Mapping	Usually a professionally delivered, guided journey through everyone's life story		S				E		Small
Meyers-Briggs	Or other personality-type type training- where a large part is taking the survey, and the output is important to work.	A	S	H	Ed				Small to Medium
Bingo	Or any sort of classic (virtual) game of luck. Companies now offer horse racing, go-karting, etc. all in virtual form.		S			C		D	Large
Escape Room	Make sure they highlight either a competition or a chance to collaborate, if everyone is solving the same puzzle alone it doesn't give you much time to bond.		S			C			Any
Live Entertainment	Magician performance over video conference or digital travel experience, e.g. the type offered by Airbnb where you can "tour" a city.		S					D	Any
Scavenger Hunt	These can be designed with hybrid in mind, so that finding the items requires people on the ground and online to work together		S	H		C			Large
Fun Class	Like a painting class or a cooking class. Ship the items to everyone's home to make it really easy.		S					D	Any
Random Chats	Use and app like Coffee:donut in Slack that sets up random colleagues to casually chat on a regular cadence	A		H					Medium to Large
Pub Quiz	Or other trivia. Best in teams/small groups. You can either administer yourself or find a company online		S			C			Medium to Large
Public Speaking Course	This is both a very useful skill and something many people find stressful, so it can also be a bonding experience for participants.		S		Ed			D	Small
Thoughtful "Secret Santa"	After drawing names from a hat, everyone gives a nice, thoughtful piece of feedback. If you don't know them well, you have to solicit that information from others.	A		H			E		Any
Clubs	Give different groups a chance to connect in a way that's supported by but not dictated by the company, e.g. DE&I, LGBTQ, parents, dog lovers, the possibilities are endless	A	S	H			E		Large