

10 VIRTUAL TEAM ENGAGEMENT ACTIVITIES





Activity name: V spy

Play with a team that knows each other well and see each other on-call often.

A great game to involve everyone and give a brain break.

Instructions:

1. For this game to work well participants move to a place where there are many things in their background (no virtual backgrounds). No plain white walls.
2. Choose a person in the team and let him/her be called the V-spy (Virtual Spy).
2. The 'V-spy' person gets to choose anything from the background of another team member's screen. For example, he could say "I spy something red". The others try and guess what it is. Remember they do not know whose screen the V spy was looking at.
3. Whoever gets it right first will get a point. And they become the next V-spy.
4. If no one guesses it right after 3 guesses from the team the Vspy gets another point & continues. Whoever gets 5 points first in 10 minutes would be the winner

Tips

- *Frontload the need that all participant's videos should be kept ON.*
- *If the participants are finding it hard, the 'Vspy' person can give them clues.*
- *If the participants are finding it easy, the 'Vspy' person can say only the colour/shape/texture of the objects.*
- *Request to team members to disable the virtual background.*
- *Preferably ask team members to sit in a place that has some visible objects.*



Did you know when teams bond together the hormone oxytocin releases in the brain?

According to neuroeconomist Paul Zak, oxytocin allows us to determine who we trust.



Activity name: 10 strikes

Use for a newly formed team. This is a great way to know something special about each person. A great start for a call/meeting.

Instructions:

1. All participants need to hold up ten fingers. This game requires honesty.
2. The person who has logged in the farthest from the call organiser goes first and shares one true & unique statement about themselves. For example, "I still prefer letter writing over emails".
3. If any member on the call identifies with that statement, they and the person who shared it put a finger down.
4. If no one else identifies with that statement then the person who shared keeps their finger up and the chance goes to another to share.
5. If all of a player's fingers are down then they are out of the game.
6. Play until only one player or no player remains or the time runs out.

Tips

- *The strategy in this activity is to share facts that are unique enough that other players will not be able to say it is true of them.*
- *Five strikes or twenty strikes can also be played.*
- *Do not force people to share if they are hesitant.*
- *Give people time to think and write a few points before starting the game.*
- *Do stress on being truthful before starting the game.*



POSITION may give you the power to control but **TRUST** will permit you to **LEAD**.



Activity name: Horse Race

Use it as an energizer. A great way to get the team off their chairs and have some fun. Works well for a team that is comfortable with each other.

Instructions:

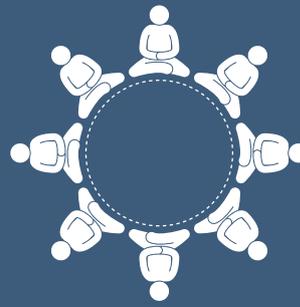
1. Ask the team to imagine, that they are part of a horse race.
2. Lead the team with commands while the team does the actions along with you.
3. Say 'Gallop' to start tapping their foot or jog at the spot.
4. Say 'Move Left' to shift to the left of the screen while jogging.
5. Say 'Move Right' to shift to the right of the screen while jogging.
6. Say 'Obstacle' to have them jump up once.
7. Say 'Audience' to have everyone look at the camera, smile, and wave.
8. Nearer to the finish line say faster and END by saying 'Photo Finish'.
They all give the best funny pose and someone takes a screenshot

Tips

- *The team needs free space to move around.*
- *This is a high energy activity and it is essential that the person who leads it maintains high energy levels throughout.*
- *Explain the context and actions before playing.*
- *Can give them a trial round if need be.*
- *Mix up the commands one after the other but always keep 'Photo Finish' to the end.*
- *You can make the team do it for 4-5 minutes at a stretch.*
- *You can play 2-3 rounds and let someone else lead.*
- *Give them a rest in between if necessary.*
- *Capture a picture during 'Photo Finish'.*



Your ENERGY is contagious. It sets the pace of your team.



Activity name: Seven-Up

Can be played for any team at any point in time

Instructions:

1. The idea of the game is to count from 1-7 as a team in a particular direction. There are 2 elements, the number, and direction.
2. Start with the number '1' next person says '2' and so on till they reach '7' then start from '1' again.
3. Before starting, set the order in the team.
4. When a number is said you need to show your thumbs up or down to denote the direction 'Thumbs Up', the next person says the next number 'Thumbs Down' the previous person says the next number.
5. While you say '7' put your hand on the head (upwards/downwards).
6. Penalty when you speak out of turn/direction/miss putting on the head at '7'.

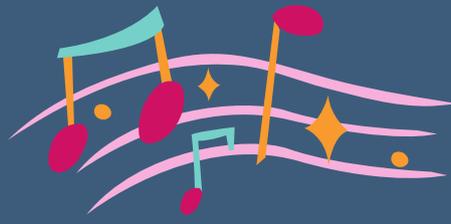
Tips

- Can make this a game of elimination if need be or count the number of penalties till the end.
- Do not play with exactly 7 people or any number in the multiples of 7. Have more or less.
- If people are finding it easy move beyond the number 7. Include multiples of '7' and numbers with '7' For eg: 14,17,21,27,28 ...etc
- Can introduce signs for 'Skip' and 'Double Skip'. This will mean that the next person misses the chance or the next two people miss their chance.
- Any deviation from the rules should result in a penalty.
- Make it fun, let people lead it.



DIVERSITY of culture and ways of thinking makes teams more effective.

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Activity name: *Virtual Medley*

Can be played for any team at any point in time

Instruction:

1. Works well with small groups on a call or in breakout rooms.
2. The challenge for the team is to give a series of sounds without breaking the chain and taking too much time.

For example:

1st person - Three claps

2nd person - Three claps + ooo sound

3rd person - Three claps + ooo sound+ beep

3. Each sound has to be unique. Creativity is the key.

Tips

- *External resources can be used for making the sounds.*
- *Every team member has to be part of the chain.*
- *Can be played with repetition of the cycle to enjoy the moment.*
- *Can use adjectives for people instead of sounds. For example: Jovial Jack*



SMALL TEAMS outperform solo geniuses.



Activity name: Arm's reach

A great way to know something special about each person.

Instructions:

1. Ask the participants to find something meaningful to them that's within their arm's reach.
2. Participants cannot get-up from their seats.
3. Each one has one minute to share about their object.
4. Can add key information like where they got it from? Why is it important?

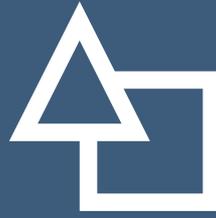
Tips

- *Create a safe space for people to share as this could get emotional.*
- *Encourage people after they share by clapping for them.*
- *Give people time to speak if they need.*
- *The leader can start if the group is hesitant.*



Conflict within a team is essential, it UNLOCKS IDEAS.

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Activity name: *Shapes Charades*

Can be played for a new team , a great brain break activity

Instructions:

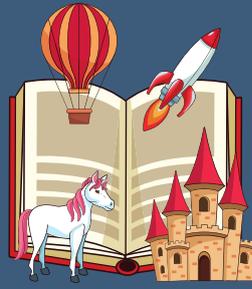
1. Give a shape or a picture to one person in the team.
2. That person can use only his index finger to draw the picture for others to see while not speaking.
3. All the others in the team would need paper and a pen to draw it out.
4. When someone thinks they are done they can show it on the screen.
5. Finally the person who drew shows the picture for all to see.

Tips:

- *Each one can get a chance to suggest the picture/shape.*
- *Use private chat to send the image to the person who is acting.*
- *Let everyone get a chance to act it out.*
- *Give each person 3-4 minutes to act it out.*
- *Can be played like dumb charades too.*
- *Choose pictures that are funny or relevant to the team situation.*



Once you see RESULTS, it becomes an ADDICTION



Activity name: *Once upon*

Can be played with a large group to break the ice

Instructions:

1. The facilitator starts a story by saying, "Once upon a time, there was a..." whatever he/she wants to say and start off a story.
2. After every 30-60 seconds the story-teller can handover the continuation of the story to the next person or the facilitator can bring in a twist by nominating a person to continue the story.
3. The facilitator of the team, gets to give words (Eg. (cement/unicorn/etc) to the story-teller, who will, in turn, incorporate those words in the story.
4. Encourage the story-teller, to come up with a humorous twist to the story.
5. The last person should come up with a conclusion or ending for the story.

Tips:

- *The story can go beyond the 30-60 seconds mark if is engaging.*
- *You could even conclude the second time around so that everyone gets a second chance.*
- *Encourage people to give funny words, but avoid anything that is not appropriate*
- *Choose someone who is comfortable doing this to start.*



Research from the University of Warwick in England suggests **HAPPY EMPLOYEES** are up to 20 percent more productive than unhappy employees



Activity name: Scavenger hunt

Can be played with a team that is comfortable with each other

Instructions:

1. The objective of the activity is to find and bring to the camera the object that is called out.
2. Call out or chat in the object names which are easily available in one's home/office.
3. The person who brings it first should, show their object and shout "Hola, I got it".
4. After every round, type the round's object and winner in the chat so that the participants' know that the round is over.
5. The person who gets the most points wins.

Tips:

- *Make sure the audio is unmuted and the videos are ON.*
- *Allow them to take help from family members or the people around them.*
- *Ask people to be cautious while running around.*
- *Don't give objects that are very common.*
- *Be sensitive to people who might not have the object in their home.*



**99.1 % prefer a workplace where people identify and discuss issues
TRUTHFULLY & EFFECTIVELY.**



Activity name: Leaders says

Play with a team that is new or well bonded

Instructions:

1. Use the words "Leader says" and say something, the team should do as said.
Eg: "Leader says touch your head" all participants must touch their head.
2. The team needs to follow/do the commands only if the statement is prefaced by 'Leaders Says...'. If not, they should not do any actions.
3. If anyone makes a mistake, they get a point. The game can be played for about 5-10 minutes and the person with the least points wins.
4. The game starts when you say "The Leader Says game has officially started".
5. The game ends when you say "The Leader Says has officially ended".

Tips

- *This activity is similar to the 'Simon Says' activity. Have a look at the video <https://www.youtube.com/watch?v=RewloHJ9RdM>*
- *While conducting the activity, you can mislead them with your actions.*
- *Ask them to keep track of their scores.*
- *They can also share their scores via chat.*
- *Being thorough with the commands beforehand will avoid delays during the game.*



Companies and organizations that COMMUNICATE EFFECTIVELY are 4.5 times more likely to retain the best employees.

Tell us your experience of trying out these activities.

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