

5 Activities that build teams



Lows and Highs



What?

Each person shares a personal low point and a high point with the team.

When?

The first meeting together after a period of time or significant incident.

At Mygrow we do this every Monday morning.

Why?

To build relational capital in the team by sharing more personal information.

How?

Facilitate by asking each person, in turn, to share a low and then end on a high.

Sharing lows and highs on a regular basis keeps people in touch with each other's personal realities and fosters connection. Everyone gets a turn to share a personal low point and high point they've experienced from the weekend, event, or project etc.

To encourage contribution and assure safety:

- Give a time limit for each person's feedback.
- Explain that they can share only what they're comfortable with.
- Go first to illustrate how it's done.

Three Good Things (At work)



What?

Discuss three good things of your work that you find rewarding or fulfilling.

When?

One-on-ones, start or end of meetings, start or close of a workday.

Why?

To assist with building positivity and gratitude within the team.

How?

The team shares three good things, discussing why each was possible.

Three Good Things is an excellent exercise for the team to learn to recognise the positives at work and to explore why these positive things were able to happen. The key to this activity is to examine the “why” of every positive thing ([Mygrow's Three Good Things tipsheet](#) explains this fundamental aspect carefully and is worth a read before you begin the exercise with your team).

If the team struggles with ideas, here are a few prompts:

- The company
- Relationships
- Benefits
- Industry
- Finances
- Resources
- People
- Perks
- Team
- Office
- Leadership
- Freedom

Appreciation Circles



What?

Showing appreciation among colleagues within the team.

When?

At special events such as a birthday, work anniversary or a project end.

Why?

To allow appreciation to be felt, seen and expressed in the work environment.

How?

Take turns sharing:
"What I appreciate most about you is ... ?"

Showing appreciation for one another builds goodwill, empowers a team, and reinforces positive behaviour.

Facilitate an appreciation circle by:

- Clarifying who is being appreciated.
- Asking people to take turns, one at a time, to share something they most appreciate about the person.
- Begin first to show the way.

The process could either revolve around one person (e.g. on their birthday etc.) or you could pair people randomly so each person is appreciated by someone and appreciates another. It could also be done via slack, whatsapp or email. The point is that people share "What I appreciate most about you is ... ?".

A Moment of Sharing



What?

Invite people to share their personal experience of a chosen topic.

When?

When needing a moment to connect and give the team relational energy.

Why?

Sharing personal experiences fosters community and compassion.

How?

Facilitate the process by asking each person, in turn, to share on the topic.

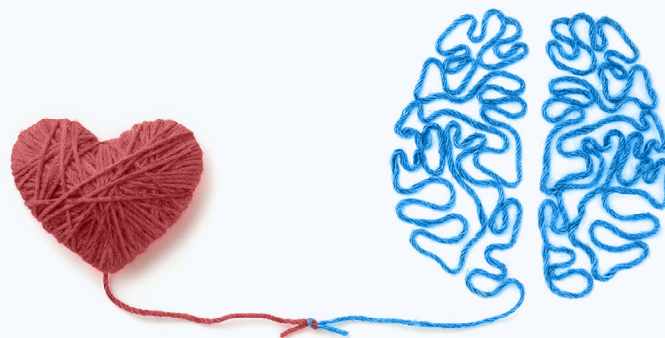
Sharing unknown experiences about each other's lives is a powerful way of subtly helping people to understand each other and where they come from. This activity works best when you, as the facilitator, are specific about what you would like them to share. This way also creates safety when the team is sharing on a designated topic as no-one is subject to oversharing or embarrassment.

Introduce the activity, state its timebox (30 seconds each) and give the team a few moments to think through any of the following:

- The most difficult moment in your life
- The best moment in your life
- The most embarrassing moment in your life

Then allow each person a chance to share with the group.

What's on Your Heart and Mind



What?

Sharing with one another what is on your heart and mind right now.

When?

One-on-ones, or the start or end of any team meeting.

Why?

Allows the right tone and builds trust, intimacy and relational capital.

How?

Facilitate the process by asking each person, in turn, to share.

This activity can strengthen the emotional health of your team enormously and over time can work to build trust and safety. It is up to each team member as to how vulnerable they want to be, but vulnerability is key to connection and the point of this exercise is to encourage it.

You'll need to lead the way. Be brave and initiate the activity by revealing something on your heart, or mind, of which the team is unaware. Go around the room asking the team, one at a time and by name, to share "what's on your heart and mind?".

The point of the activity is to understand the head and heart space of each of your team members so you can interact with them more effectively. The level of sharing is an excellent gauge of how comfortable the group is with one another.

If you are using this exercise during a one-on-one, consider sharing what's on your heart and mind first so that you set the tone and share in a way in which you are comfortable.

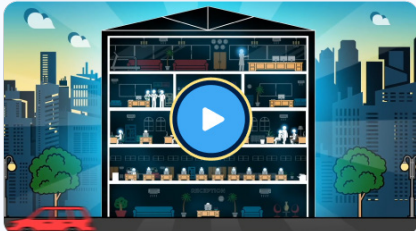
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If this resource helped you discover fresh insights, imagine what consistent emotional intelligence growth could do!

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How does it work?



Does it really work?

