

# VIRTUAL TEAM BUILDING



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Resources and ideas for leading  
virtual team building sessions.

# WHY TEAM BUILDING WITH REMOTE WORKERS IS IMPORTANT

You may think to yourself, "What is the point in team building exercises? My employees are getting their work done so why would I need them?"

The fact is that social isolation is something to keep in mind when transitioning to working remotely. Those small breaks of social interaction you likely experienced as part of your day (i.e., passing a co-worker in the hallway, walking over to a colleague's workspace to ask a quick question, etc.) are less likely to occur organically.

Working remotely does not mean that the connection among your group has to drop off. It just means that as a leader, you will need to be intentional in planning for ways to connect with your team and keep them engaged. Continue reading to see the activities and resources you can implement in your next virtual team meeting.

According to [Harvard Business Review](#), employees with a higher sense of belonging on a team is linked to several positive factors, including:

**56%** increase in job performance  
**50%** drop in turnover risk  
**75%** reduction in sick days

"It's been found that feeling a sense of belonging is an important intrinsic motivator. Abraham Maslow's hierarchy of needs includes a sense of belonging as a major need that motivates human behavior - just like food, shelter and safety."

- Forbes Magazine

# ACTIVITIES AND RESOURCES

## ICEBREAKERS

(5 -10 minutes)

Alternate Questions

Emoji Check-in

Mix and Meet

Rose/Thorn

Show-and-Tell

Team Shout Outs

Work Playlist

## GAMES

(10+ minutes)

Deserted Island

Guess Who

Office Fitness Challenge

Remote Scavenger Hunt

Virtual Happy Hour

WVU Bingo

## RESOURCES

Leading at a Distance

Webinar (36 min)

Managing Virtual Teams

Webinar (56 min)

Leading Virtual Meetings

Webinar (32 min)

The best virtual team  
building activities,  
according to real remote  
workers

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