Healthy Life Resources

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Team building in a virtual world

Teams of all sizes face challenges without much time for preparation and adjustment. Many teams were forced to move to a work-from-home model without the ability to plan for that. Many teams have members who work from home AND have members who are on location. Each group has its unique challenges. One of the challenges for split teams is the risk of an us-vs-them mentality – competing either overtly or covertly for "who's got it worse" OR perceiving that the other group is the "lucky" group – "those people working from home have it so easy! Just hanging out at home all day!" "Those people who get to leave their house every day and see people!" Preventing this divisive perspective is critical to team cohesion.

Why team build?

- Employee retention
- Boost engagement
- Build a sense of togetherness
- Improve communications
- Foster ongoing resiliency

Common Work Group Stages

- Foster ongoing resiliency Forming: Teams are connecting and developing
- Storming: Teams experience discord & disruption
- Norming: Teams develop the norms, customs, & rules of engagement
- Performing: Teams work together effective to achieve goals

Benefits of Using Video Conferencing

- Video is more engaging than audio-only
- Efficient, effective, & equivalent to in person meetings
- Improved communication & learning
- Connects & aligns dispersed teams

Team Building Activities

- Grab & Share: Pick an object off your desk & describe the object with one noun, one descriptive word, one feeling word
- Virtual Appreciation Square: Team members share one thing they appreciate about their co-worker in the square to their left
- Three Words: Team members share how their week is going with only three words

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