

Team ideas and energisers

Team time together matters and being intentional about what you do when you're together as a team helps you to:

- create connection
- build trust
- generate ideas
- solve problems
- increase resilience
- accelerate learning.

What made your favourite team moments memorable?



Ideas to make the most of your team time together



If you want to help your team to connect...

1. Secret skills

Ask people to share a skill that people might not know they have. This could be something outside of work or a skill used in a previous position. *Secret skills can create new points of connection.*

2. Show and tell

Ask the team to share something that is meaningful and share why it matters. *Using a prop helps to simplify storytelling.*

3. Music playlist

Ask everyone to submit a favourite track and compile a team playlist. In a meeting play 30secs of each track and each person talks about why they chose it. *This helps you get a window into people's worlds.*

4. "Desert Island" crisps

For something fun, ask people "If you could only have one packet of crisps on a desert island, what would you choose?"

5. High/Low learning

In pairs or across the team, share a career high and a career low. *This helps to create understanding and empathy.*



If you want to work smarter together...

1. Rocks, pebbles, sand

Discuss what your rocks (big priorities), pebbles (medium to short-term priorities) and your sand (small tasks) are as a team. *This helps your team to align priorities and resolve distractions.*

2. Borrow brilliance

Ask team members to share something that recently sparked their curiosity. This can be anything from podcasts to magazines. *This gives everyone space to contribute, and signals that you value curiosity.*

3. Give and gain

Get everyone to talk about something they've got to give, (experience or expertise) and something they would like to gain from somebody else.

4. Invite an expert

Ask the team "what knowledge do we need?" and "who do we know that could help us to grow?" Bringing outside perspectives in creates new insights and ideas.

5. Personality Profiling

Tools like [Insights Discovery](#) or [16 Personalities](#) can help teams discuss shared talents and differences to increase impact.



If you want to grow better together...

1. Knots and needs

Sharing a knot (what's not working well) and what you need, enables your team to come together to try to solve and support.

2. Challenge and build

Share what you are working on and invite your team to challenge and build on your ideas. *This can help a team to practice feedback skills.*

3. 'Wouldn't it be amazing if...'

Use prompts to help your team to think about the future and create shared ambitions for what's possible.

4. Be beginners

Learning something new together as a team creates a safe environment where people are all starting in the same place. *Learning lasts longer when we talk about it together.*

5. 'Any Question Answered'

Making time for Leader AQA sessions gives teams the opportunity to ask questions and for managers to understand what's on people's minds. *Teams can use [Slido](#) to ask in advance.*

Recommended resources



Rocks, Pebbles and Sand: Prioritising Your Life

A simple video exploring this work and life analogy.



Psychological Safety

Amy Edmondson discusses the concept she has pioneered on #151 of Squiggly Careers.