



CREATING CONNECTION ON A HYBRID TEAM

Social connections in the workplace are important for job satisfaction and employees' overall well-being, but for hybrid teams, these connections with coworkers are especially critical.

It's imperative to build in time to foster connections and team building among your remote employees. In a hybrid environment, these connections need to be more intentional than when everyone is in the office together. Here are some tips to help everyone feel part of the team.

EXCHANGE PERSONAL STORIES

- Talk about your favorite places to travel.
- Introduce and/or share pictures of your pets.
- Talk about recent movies or shows you've seen or books you're currently reading.



EXPAND COLLABORATIONS

Collaboration can be more than workers on the same team working together. A good way to improve connections is to have high-level managers engage teleworkers and employees in the decision-making process and get them to focus on improving business practices.



HOST A WORD CHALLENGE

Games like Wordle, Word of the Day, Word of the Week are a fun way to check in.



HOST A VIRTUAL GAME NIGHT

Games like Bingo or Pictionary could be done with both in-person and remote participants.



USE EMOJIS TO CONNECT

It can be harder to read how your team is feeling when they're working remotely. A fun and easy way to connect is for cohorts to use emojis to represent how they feel, which allows everyone to get a sense of each other's moods as well as the collective mood of the group.



HOLD NON-MEETING MEETINGS

These are scheduled times when managers and colleagues, or just colleagues, can chat. These meetings can last anywhere from five minutes to a half hour and should not have an agenda.



HOLD A COFFEE HOUR OR LUNCH

Morning coffee could be 15 minutes for anyone to have time to chat with team members before the day starts.



Ask a social butterfly on your team to host a virtual lunch to shoot the breeze with co-workers.

HOST A TEAM BUILDING EVENT

- Favorite recipe exchange
- Virtual or in-person escape room
- Virtual scavenger hunt
- Cook off
- Board game tournament

- Office trivia
- Karaoke night
- Mystery dinner
- Painting class
- Cooking class



HAVE CONTESTS AND GIVE AWAY PRIZES, SUCH AS A \$10 GIFT CARD

- Ugly sweater day
- Best virtual background
- Most creative screen name



CONDUCT VIRTUAL POLLS