

Leader Check – In Questions

Engaging your team and building a community of trust starts with creating a space for employees to share stories. Checking in with employee not only help individuals to be present but they can also help individuals to laugh with one another and bring a variety of understanding into a shared space. Get started by using any one of the ice breaker question listed below. (Content is derived from: <https://www.idealists.org/en/careers/check-in-questions>)

Tips to Selecting Questions:

Though check-in and check-out questions are meant to be fun and to foster creativity and connection, it is important to shape questions in thoughtful and intentional ways. Hyper

1. How much time you have for a meaningful check-in question, and find ways to facilitate a time-kept process;
2. The mood of the team and the tone you want to set for your meeting;
3. How to connect the check-in question with the rest of the meeting agenda/purpose of the gathering.

Light and Fun Icebreakers: Sometimes, teams need levity and laughter. These types of questions can foster a culture of fun and openness without requiring people to be too vulnerable or exposed.

- What was the worst haircut you ever had?
- What is the most embarrassing fashion trend you used to rock?
- What is your go-to karaoke song?
- What breed of dog would you be and why?
- What was your first AOL Instant Messenger screen name?
- Who was your first celebrity crush?
- What is your favorite meme?
- If you were the 8th dwarf in Snow White, what would your name be?
- What role would you play in a group of superheroes?

Deeper Check-Ins: When a certain level of mutual trust and respect has already been established, these types of check-ins can help surface what motivates, moves, and inspires each person on the team.

- Describe your past week in weather terms. (.g. “stormy,” “cloudy,” “foggy,” “mostly sunny”)
- What is something you find challenging about this project/work? And what is something that brings you energy and joy?
- What motivates you at work? What demotivates you?
- If you could rid the world of one thing, what would it be?
- What is the best piece of advice you have ever been given?
- Who is the best teacher you’ve ever had? What made them so great?
- Knowing what you know now, what advice would you give to your 10-year-old self? 18-year-old self?
- What were you most passionate about when you were young? And what are you most passionate about now?
- What happens when you are stressed or burnt out?

Questions for Focus: When there are project or work deliverables attached to meetings, check-in questions can help bring focus to the tasks at hand.

- What is one thing you want to get accomplished at today's meeting?
- Share a word on the intention you hold for today's meeting.
- What value or guiding principle will you bring to today's meeting?
- What's one thing you are excited about related to today's meeting? And something you're worried about?
- What is a work challenge you are facing right now, and how can folks help?

General Ice Breaker Questions

Virtual Icebreakers: Many are utilizing virtual platforms to conduct meetings and engaging others in that virtual space can be challenge. Get employees talking with these ice breakers for virtual meetings.

- Do you love working from home or would you rather be in the office? Is there a balance of both? If so, what would that look like?
- What's the hardest part about working virtually for you? The easiest?
- Where do you work most frequently from at home? Your office? Your kitchen table? The backyard? Your bed?
- What's your number one tip for combating distractions when working from home?
- How do you stay productive and motivated working virtually?
- What's one thing we could do to improve our virtual meetings?
- If you could learn one new professional skill, what would it be?
- If you could learn one new personal skill, what would it be?

Fun Ice Breakers: Sometimes we just need a good laugh. Intermix some fun with more general questions to keep the team engaged.

- The zombie apocalypse is coming, who are 3 people you want on your team?
- What is your most used emoji?
- Who was your childhood actor/actress crush?
- If you were a wrestler what would be your entrance theme song?
- Have you ever been told you look like someone famous, who was it?
- If you could bring back any fashion trend, what would it be?
- You have your own late night talk show, who do you invite as your first guest?
- If you were famous, what would you be famous for?
- What is your go to karaoke song?
- 60s, 70s, 80s, 90s: Which decade do you love the most and why?
- If you had to eat one meal everyday for the rest of your life, what would it be?

Get to Know Each Other: Creating a culture of caring can be fostered by getting to know each other. Take a few minutes to get to know more about your colleagues.

- What sport would you compete in if you were in the Olympics?
- What's your favorite TV show?
- What is your favorite place of all places you've travelled?
- What is your favorite tradition?
- If you had a time machine, would you go back in time or into the future?
- What is one thing we don't know about you?
- What is one thing you'd like to complete on your "bucket" list?
- What book or movie you have recently read/seen that you would recommend and why?
- As a child, what did you want to be when you grew up?

For more ice breaker questions visit:

<https://museumhack.com/list-icebreakers-questions/>

For team building activities for remote workers visit:

<https://museumhack.com/virtual-team-building-for-remote-teams/>