



# Remote Team-Building Guide

Strategies for building and sustaining high morale in remote teams





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# Introduction

The modern workplace is a dynamic one, and in the last several years, remote teams have become the new norm. In order to promote high team morale, despite physical distance, managers and leaders must adapt and equip themselves with the necessary tools and strategies. It's essential to prioritize team morale in remote teams and implement team-building activities to foster a positive workplace culture, boost output, and fortify relationships among team members. By making these investments, remote managers can create a motivated and cohesive team that thrives in a virtual environment.

By putting the strategies, suggestions, and exercises in this ebook into practice, you'll be equipped to handle the challenges of managing remote teams and cultivate a positive, engaged, and high-performing workforce. Icebreakers, virtual games, and guidance on how to adapt team-building activities to suit everyone's personalities are just a few of the resources available to you to foster teamwork and boost morale.



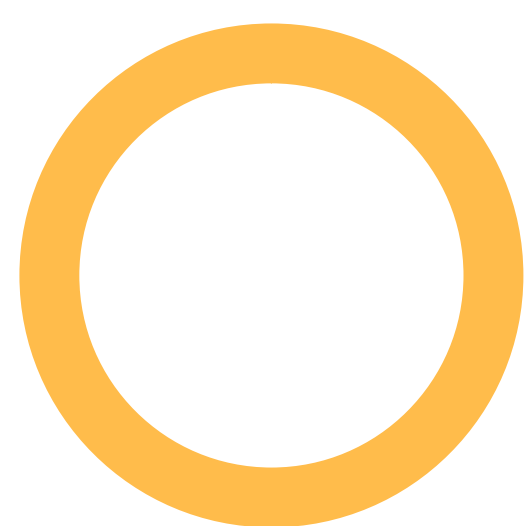
## The Role of Team Morale in Remote Teams

Team morale is a critical component of running a successful remote workforce because it plays a vital role in creating a positive and productive environment. In a remote setting, your team lacks the opportunity to interact face-to-face, which can hinder relationship building and pose other challenges related to communication and collaboration.

Team-building initiatives can promote a sense of belonging and camaraderie among your team, helping remote workers feel more connected, valued, and supported. Team members are more likely to put forth their best effort and produce high-quality work when they are satisfied with [company culture](#). This sense of connection increases loyalty and employee retention, resulting in employees who feel empowered to do their best work and take ownership of their responsibilities.

By engaging in team-building initiatives, remote employees can build trust, improve understanding, and overall improve teamwork and collaboration. Team building can also promote transparent communication, helping to bridge gaps in communication that can arise in remote work settings.

Another key factor of team morale building is the impact it can have on the well-being of your employees. Providing remote workers with the opportunity to socialize, unwind, and relieve stress fosters a positive work-life balance which can increase job satisfaction, reduce burnout, and improve overall mental wellness.



FREE RESOURCE  
**How to Collaborate Better at Work**





# Improving Morale in Remote Teams

Raising morale is necessary if remote teams are to remain inspired, interested, and satisfied as a whole. If you are managing or leading a remote team, it is crucial to give strategies and initiatives that foster a joyful and supportive work environment top priority. Here are 25 smart ideas to boost motivation in your remote teams.

Effective communication, encouragement, and engagement are all necessary components of an ongoing effort to boost team morale. You can foster a supportive and connected environment for your remote team by using the aforementioned advice.

Explore the following list of more than 50 virtual team-building exercises created to boost creativity, encourage collaboration, and deepen bonds among remote team members. These exercises will help you build a dynamic and cohesive remote team, which will ultimately result in higher productivity and success.





# 25 Tips for Improving Morale in Remote Teams

1. Maintain open and frequent communication among team members to keep them connected and informed.
2. Celebrate and reward accomplishments on a virtual level, both for individuals and teams.
3. Create a sense of community by planning online social gatherings or team-building exercises.
4. Encourage honest and open communication by giving team members a forum to share their thoughts and concerns.
5. Encourage regular breaks and self-care routines, as well as a healthy work-life balance.
6. Support professional development by providing resources and learning opportunities.
7. Provide opportunities for virtual collaboration and teamwork.
8. Create a positive and inclusive environment by encouraging diversity and respect.
9. Facilitate virtual networking activities and opportunities to help team members build relationships.
10. Promote frequent online coffee chats or casual check-ins.
11. Allow for scheduling flexibility to meet the needs of each individual.
12. Include team members in decision-making processes to give them more power.
13. Set a good example for your team by displaying a supportive and inspiring leadership style.
14. Encourage growth and development by offering constructive feedback and advice.
15. Share success stories and publicly thank team members for their contributions..
16. Encourage team members to discuss their interests, skills, and hobbies with the team during team-building activities.
17. Clearly define your objectives and expectations to give people a sense of direction and purpose.
18. Celebrate milestones and achievements to inspire and motivate the team.
19. Create opportunities for team members to exchange skills and undergo cross-training.
20. Create virtual spaces or forums for informal discussions and knowledge sharing.
21. Promote peer appreciation and recognition by giving virtual shout-outs or kudos.
22. Implement adaptable wellness initiatives to promote both physical and mental health.
23. Create online mentoring programs to encourage support and education.
24. Give your team members freedom in their work and demonstrate your confidence in their skills.
25. To continually improve morale initiatives and remote work processes, ask the team for feedback and suggestions.



# 50 Team-Building Activities



# Virtual Icebreakers

To kickstart conversations and build rapport among remote teams.

## Two Truths and a Lie

Each team member shares three statements about themselves, with one being false. Others guess which is the lie.

## Emoji Introductions

Ask team members to introduce themselves using only emojis and let others guess their meaning.

## Show and Tell

An absolute classic. Each person shares an interesting item from their workspace or personal life and explains its significance.

## Desert Island

Team members discuss the three items they would bring if stranded on a desert island and explain their choices.

## This or That

Present a series of options and team members indicate preference by raising their hand or using chat.

## Would You Rather?

Pose a series of thought-provoking dilemmas and have team members share their preferences and explain their choices.

## Picture Sharing

Provide a prompt like "favorite hobby" or "most memorable vacation" and have team members share a photo to represent their answer.

## Virtual Pictionary

Use an online whiteboard or drawing app to have team members take turns drawing and guessing phrases.

## Birth Map

Have each team member share the place they were born on a map and share memories or fun facts about their hometowns.

## Desert Island Playlist

Each team member shares the top three songs they would want on a desert island and explains their choices.



# Games and Entertainment

To continue developing connection and rapport among your virtual team.

## Team Trivia

Create a trivia game with questions related to specific topics, and have team members compete individually or in teams.

## Online Escape Rooms

Solve puzzles and riddles as a team in a virtual escape room experience.

## Online Charades

Act out movie titles, book names, song lyrics, or common phrases using video conferencing.

## Bingo

Play traditional or customized bingo with your team using online platforms

## Digital Board Games

Play classics like Monopoly, Scrabble, or Settlers of Catan through virtual adaptations.

## Karaoke

Take turns singing favorite songs using a digital karaoke platform or simply through screen share features on your video conference platform.

## Never Have I Ever

Keep track of points in this classic game of exchanging life experiences and scenarios to learn more about your team members.

## Virtual Paint Night

Follow a painting tutorial together and create artwork using digital apps—or physical materials, if they are accessible to your team.

## Online Jeopardy

Use one of many websites or apps to play a digital version of Jeopardy with your team—you can even customize the board with unique questions and themes.

## Movie Draft

Select 6-8 film categories and have your team come together to draft their favorite flicks. We've put together a [template](#) to help.

## Album Rankings

Vote on an album as a group and have each team member listen to the album individually and submit a ranking of each song from best to worst.



## Education and Personal Development

To empower your team to learn new skills and be exposed to new ideas.

### Mixology Class

From cocktails to mocktails, a virtual mixology class can be a fun team-bonding experience that will break up the week in a fun and engaging way.

### Cake Decorating Class

Bring in a pro to teach the basics of cake or cupcake decorating. Send out a supply list ahead of time to give your team enough time to prepare if they want to follow along.

### Craft Workshop

Help your team unleash a new layer of creativity as they learn new techniques to make a fun craft or DIY.

### Comedy or Improv Class

Unleash everyone's inner comedian during an engaging comedy or improv workshop. Outside of giving everyone an outlet to relax and laugh, these classes can go a long way in fostering good communication and teamwork skills.

### Virtual Magic Class

Have your team learn impressive magic tricks and illusions through a virtual magic class. From card tricks to practiced deception, these classes can be a fun way to unwind as a group.

### Photography Class

Enhance your photo-taking or editing skills in a workshop all about capturing the perfect photo. Your team could learn about composition, lighting, and editing techniques.

### Cooking or Baking Class

Help your team discover new recipes and culinary techniques with a virtual cooking or baking class.

### DIY/Home Renovation Workshop

Learn home renovation tips and tricks, from simple DIY projects to more extensive renovations, through a virtual workshop. If your team is mostly renters, an easy alternative would be a "Renter-Friendly" DIY Workshop.



# Health and Wellness Activities

## Daily Step Challenge

Encourage team members to track their daily step count using an app or a wearable device. Set goals as a group to help motivate everyone to increase their daily activity levels.

## Virtual Workout Sessions

Organize fitness classes led by a professional instructor, allowing team members to be active together over Zoom or a similar platform. Try alternating the type of workout class so you're always trying something new.

## Meditation and Mindfulness Sessions

Coordinate virtual meditation sessions to help your team manage stress, avoid burnout, and enhance focus. Courses and workshops on meditation and mindfulness can go a long way in teaching skills that promote overall wellness.

## Virtual Yoga or Stretching Breaks

Encourage your team to take a break from their desk by scheduling breaks dedicated to a quick yoga flow or stretching session.

## Hydration Challenge

Set a goal for team members to drink a specific amount of water during the workday. Have everyone track and celebrate their progress throughout the day.

## Wellness Webinars or Workshops

Invite wellness experts to conduct virtual classes for your team on topics like nutrition, stress management, mental health, and sleep hygiene.





## Virtual Book Clubs

Promote team bonding, intellectual stimulation, and meaningful conversation. Here are 15 books to consider starting with.

1. The Book Thief by Markus Zusak
2. A Man Called Ove by Fredrik Backman
3. Little Fires Everywhere by Celeste Ng
4. The Alchemist by Paulo Coelho
5. Americanah by Chimamanda Ngozi Adichie
6. Where the Crawdads Sing by Delia Owens
7. The Vanishing Half by Brit Bennett
8. How Not to Drown in a Glass of Water by Angie Cruz
9. Black Cake by Charmaine Wilkerson
10. The Thursday Murder Club by Richard Osman
11. The Great Alone by Kristin Hannah
12. The Guest List by Lucy Foley
13. American Dirt by Jeanine Cummins
14. Born a Crime by Trevor Noah
15. The Attic Child by Lola Jaye



Looking for book lists more closely related to your team and industry? Check out these lists and reviews from the HubSpot blog.

- [44 Sales Books](#)
- [20 Customer Success Books](#)
- [10 Marketing Books](#)



# Virtual Scavenger Hunts

Have your team submit photos to keep track of what they find on the list you provide.

## Around the House

A roll of duct tape • a pair of sunglasses • a cookbook • a board game • a coffee mug • a flashlight • a rubber band • a picture frame • a keychain • a deck of cards

## Get Outside

A pinecone • a bird feather • a smooth rock • a dandelion • a wildflower • a piece of tree bark • a butterfly or insect • a spider web • a clover leaf • a piece of moss or lichen

## Tech and Gadgets

A smartphone • a computer mouse • a USB flash drive • a wireless earbud • a smartwatch or wearable fitness device • an HDMI cable • a stylus pen • a portable power bank • a gaming device • a remote • a smart speaker

## Color-themed

Have team members submit photos that represent or contain colors from a specific list.

## Alphabet Scavenger Hunt

Have each team member submit photos that represent or contain each letter of the alphabet.





# Team Development

## Goal-Setting Workshops

Conduct a workshop where team members will be able to collaborate on setting specific, measurable goals for themselves and the team as a whole.

## Ideation Sessions

Allow time for your team to be creative and bring out-of-the-box ideas to the table during open ideation sessions that are structured to address specific problems, challenges, and opportunities.

## Values and Culture Exploration

Engage in activities that encourage team members to identify and discuss the values, expectations, and other culture-defining parameters for your team.

## Appreciation and Recognition Activities

implement systems and opportunities that allow team members to recognize and celebrate the accomplishments of their peers in order to foster a culture that is supportive and positive.

## Feedback and Reflection Sessions

Facilitate structured sessions that provide a space for your team to discuss the lessons they've learned, suggestions for improvement, and openly share constructive feedback.





# Professional Development

## Leadership Training

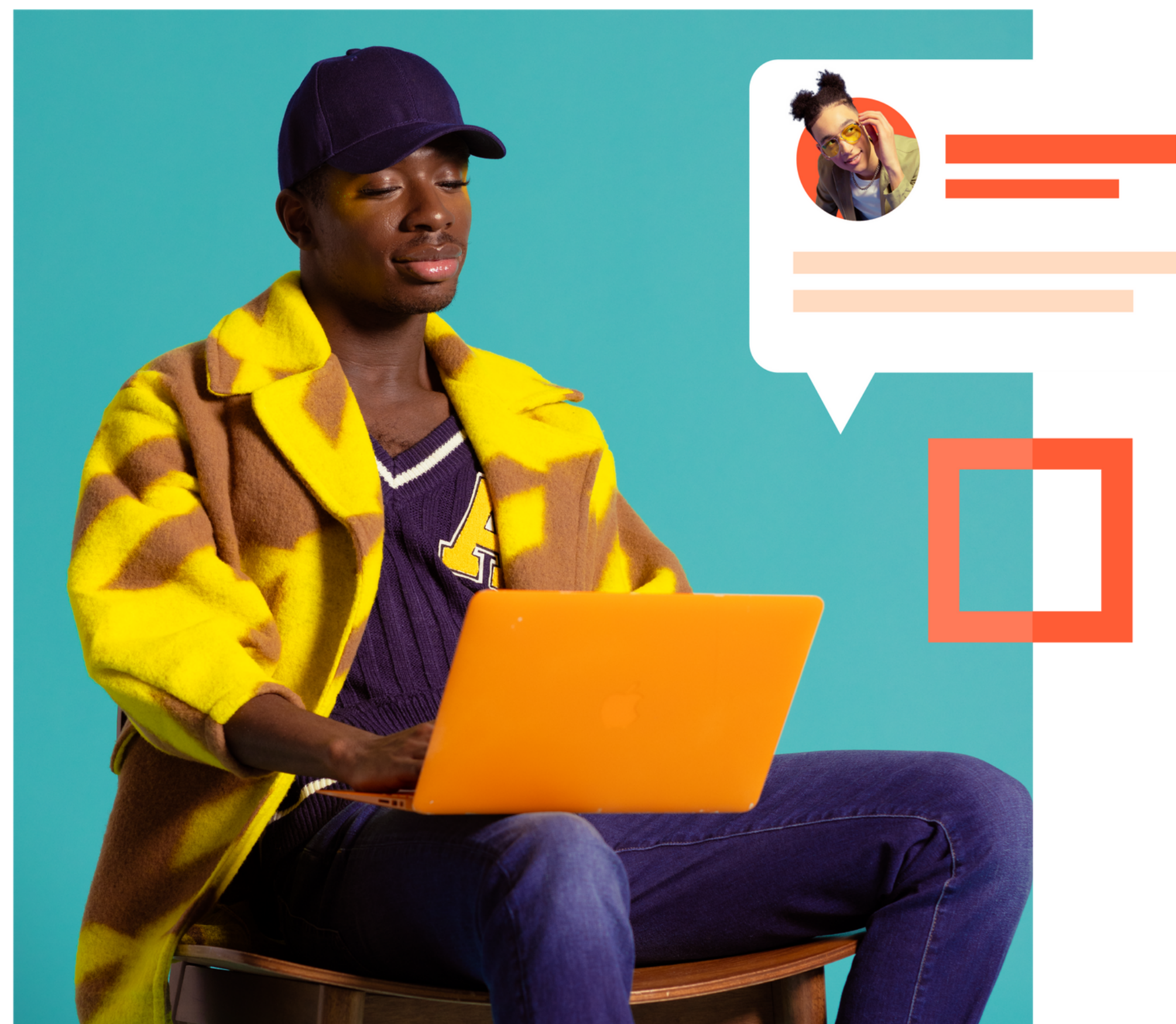
Foster team alignment, improve communication, and help develop leaders amongst your team with virtual trainings in things like decision-making, emotional intelligence, and adaptability.

## Conflict Resolution Training

Provide your remote workforce with valuable skills and strategies to effectively manage and resolve conflict. Participants can learn skills like active listening, effective communication, and negotiation techniques that can help them address differences and nurture collaborative relationships.

## Mentoring Programs

Mentorship programs can help facilitate professional and personal growth, knowledge sharing, and relationship-building in remote teams. They provide opportunities for cross-functional guidance and support, fostering a company-wide culture of learning, development, and support.



## Peer Support Programs

Create opportunities for employees to connect, share experiences, and provide personal and professional support with their peers. These programs enhance well-being, build trust, and help provide a sense of belonging.

## Skill Development Trainings

Help your team improve specific skills and competencies that are relevant to their role by facilitating trainings or skill-share classes that provide targeted learning opportunities that will benefit multiple individuals on your team.



**Templates**



# Activity Proposal

This template serves as a guide to aid in your planning process. It creates an easy-to-follow flow of information that team members can fill in if they would like to plan or suggest a team-building activity. The template is fully customizable and can easily be changed to add or remove fields to make the end result highly relevant to your team.

Free Google Docs Template  
**Activity Proposal**

# User Guide

This template is a straight-forward series of questions that each team member can fill out in order to document and communicate things like working styles, preferred communication, and personality traits. These can be powerful tools as your team grows and are helpful in having a big-picture view of how to both manage and operate within your unique team.

Free Google Docs Template  
**User Guide**

# Employee Recognition

This template is a straightforward series of questions that each team member can fill out in order to document and communicate things like working styles, preferred communication.

Free Google Docs Template  
**Employee Recognition Form**



# Movie Draft Template

This template serves as a guide to aid in your planning process. It creates an easy-to-follow flow of information that team members can fill in if they would like to plan or suggest a team-building activity. The template is fully customizable and can easily be changed to add or remove fields to make the end result highly relevant to your team.

Free Google Sheets Template  
**Movie Draft**

# Team Trivia Template

Collect facts and stories from team members with these questions. For best results, input them into an anonymous survey tool like Google Forms. Collect all of the questions and answers and use them for quizzes, Jeopardy, or other activities to get to know one another better.

Free Google Docs Template  
**Team Trivia Questions**





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