

OR SHRM Workshop Participant Guide

Workshop Title: Budget-Friendly Team Building: Igniting Relationships, Collaboration, and Positive Energy

Workshop Description

Building strong teams doesn't have to break the bank! HR professionals and team leaders are often asked for creative ways to bring people together. This highly interactive workshop will equip you with quick, low-cost activities that enhance teamwork, boost communication, and foster inclusivity.

You will walk away with:

- ✓ A toolkit of fun, budget-friendly team-building exercises (over 13 activities you will have in your toolkit)
- ✓ Practical experience as a participant
- ✓ A detailed instruction packet for implementation in the future
- ✓ Quick strategies to cultivate a more inclusive and connected workplace, on a budget

Activities and Facilitator Resources

#	Activity	Virtual, In-person, or Both?	Description & Talking Points. Know Your Outcome.	Facilitation Directions	Your Notes for Future Facilitation (i.e., variations, perceptions when you were a participant ...)
1	Icebreaker Q&A: One App on Your Phone	Both	Fun and low-pressure way to spark conversation. Highlight commonalities.	Ask: "If you could only have one app on your phone, what would it be?" Allow 90 seconds for responses.	

2	Mixer Exercise: Best Thing in the Last Week	Both	Fosters positivity and quick connections.	Ask: "What's the best thing that happened to you in the last week?" Allow 90 seconds for responses.	
3	Favorite Local Restaurant	Both	Encourages sharing and discussion.	Ask: "What's your favorite restaurant and what type of food does it serve?"	
4	First Car	Both	Builds storytelling and deeper connections.	Ask: "What was your first car, and what made it unique?" Highlight stories that reveal resilience and personality.	
5	First Concert	Both	Brings out personal interests and nostalgia.	Ask: "What was your first concert?" Optional short elaborations encouraged.	
6	Meme That Shows How You're Feeling	Both	Encourages lighthearted expression and humor.	Invite participants to share a meme or GIF that represents their current mood. Use chat, slides, or a whiteboard.	
7	This or That?	Both	Promotes quick engagement through simple choices.	Read pairs (coffee or tea, cats or dogs, beach or mountains). Participants respond in chat or raise their hands. You can also have them cross the room to illustrate their answers.	

8	Geography Bee/Brain Teaser: City Without an "A"	In-Person or Virtual (breakouts)	Sparks creative thinking under pressure.	Ask participants to name as many cities as possible without the letter "A." Discuss how this connects to focus, creativity, and pattern recognition.	
9	Desk Plant Exchange	In-Person	Builds community through a shared experience.	Invite participants to bring small potted plants or cuttings. Host an informal swap and share plant stories.	
10	Mystery Box Challenge	In-Person	Fosters teamwork and creativity.	Create small groups and provide a box of random items. Ask teams to invent a product or solution and present.	
11	Sit-Down Exercise	Both	Energizes and promotes inclusion through movement.	Ask "Sit down if..." questions (e.g., you've worked here 5+ years, have a pet, love coffee). Celebrate shared experiences. Note: once participants sit down, they stay down.	
12	Handwritten Thank You Note	In-Person (or mail for virtual)	Builds appreciation and recognition.	Provide cards and pens. Ask participants to write a thank-you note to a colleague.	

13	Praise Wall	In-Person (or virtual channel)	Boosts morale and peer recognition.	Set up a wall or virtual board. Encourage participants to post compliments or acknowledgments for teammates.	
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Theme Day Talking Points - Make the Connection to Teamwork

Hawaiian Shirt Day

- "Thanks for bringing the sunshine! Let's channel that laid-back, collaborative vibe today."

☐ Favorite Team Jersey or Hat Day

- "Just like sports teams, success comes from showing up for each other and playing to our strengths."

Decade Day

- "Celebrate creativity through the eras—let's appreciate the timeless ideas and innovation!"

Mismatched Day

- "Sometimes unexpected combinations create the most memorable outcomes—just like creative teams!"

"Sit Down If..." Sample Icebreaker Questions - Customize the questions for your group

1. Sit down if this is your first HR conference of the year.
2. Sit down if you have been to more than 20 HR conferences in your career.
3. Sit down if this is your first visit to Canyonville, OR.
4. Sit down if you've traveled to more than 10 countries.
5. Sit down if you have a dog.
6. Sit down if you prefer tea over coffee.
7. Sit down if you play a musical instrument.
8. Sit down if you've worked at current company for more than 10 years.
9. Sit down if you're a Pickleball enthusiast.
10. Sit down if you speak more than one language.
11. Sit down if you enjoy yoga.
12. Sit down if you've gone skydiving.
13. Sit down if you are a Seahawks fan.
14. Sit down if you've read more than 25 books in the past year.
15. Sit down if you've been to a Taylor Swift concert.
16. Sit down if you enjoy cooking.
17. Sit down if you've talked to a celebrity.

Bonus Tip for Application

Best Practice for Impact:

Write down 4 new team-building ideas over the next month. Spend 5 minutes a week thinking about one idea and how you could apply it!

Resource for Deeper Dive:

👉 [Museum Hack: Budget-Friendly Team Building Ideas](#)

Resources used in the presentation:

- SnackNation
- Museum Hack
- HubSpot
- Asana
- Indeed
- YouTube, Brittani Bowering's Channel
- Google