



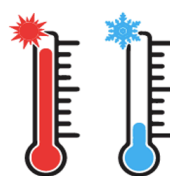
Team Pulse Toolkit

Meeting Warm Ups & Ice Breakers

Meeting Warm-Ups

Organizational Team Meeting (Overview)		Chair
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Item 100		Chair

1.



2.



Low Trust

Low Trust
Ice Breakers:
'Fun Facts'



Moderate Trust

Moderate Trust
Ice Breakers:
'My Journey'



High Trust

High Trust
Ice Breakers:
'My Values'



*For team sizes of max 4-5 (split groups if larger size)

Item 2	Warm-Up	All	3 mins
Support 1	One word barometer; Ice-breaker and/or Success & Challenge		

Team Health (4KPIs) Trust Matched Icebreakers

KPI 1: Job Satisfaction

Lower trust

1. I enjoy my job most when...
2. My most favorite activity at work is...
3. Our organization's vision and values are...
4. Our team's biggest contribution to the organization's success is...

Moderate Trust

5. I am really proud of how are team does...
6. I have have to motivate myself most at work when...
7. I find the most rewarding moments of my job are...
8. One thing our organization does really well is...

Higher Trust Teams

9. An example of where my values overlap with organization's values is...
10. One thing I need to stop doing to improve my work is...
11. One thing I am not proud of in our organization is...
12. One thing our team could do to add more value to the organization is...

KPI 2: Performance Feedback

Lower trust

1. The best piece of advice I have got lately is...
2. Feedback works best for me when....
3. Someone I admire whom I wish I could get more feedback from is....
4. The thing I need most help with this week is...

Moderate Trust

5. A great mentor in my life was (& why)...
6. The worst piece of advice I have got in my career is....
7. I need (A) a lot or (B) little time to process feedback (and why?)
8. One thing I would like to get more feedback on is...

Higher Trust Teams

9. I doubt my own ability when I have to do....
10. The hardest thing for me to deal with when I get feedback is...
11. The thing that our leaders need more feedback on is...
12. An area I should be giving others more feedback on is...

KPI 3 Leveraging Diversity

Lower trust

1. An animal that best describes my personality is...
2. I feel most energised when I am working with....
3. If I could have any super power I would choose (and why)....
4. People I find easiest to get along with are...

Moderate Trust

5. Types of people I find hard to get along with are...
6. A part of my personality which can be both a blessing and a curse is...
7. A characteristic I admire in others is..
18. like myself most when I am...

Higher Trust Teams

9. The types of people that make me feel anxious are...
10. If I could change one aspect of my personality it would be...
11. I like myself least when I am...
12. Types of people I can easily be misled by are...

KPI 4 Work/Life & Wellbeing

Lower trust

1. My favorite hobbies are...
2. At the end of the day I like to relax by doing....
3. My secret skill is....
4. When I was a child the career I dreamed of was...

Moderate Trust

5. One thing I need to stop doing to improve my wellbeing is...
6. An activity I would like to do more of is...
7. If I won the lotto tomorrow I would...
8. Some of the proudest moments of my life are...

Higher Trust Teams

9. My guilty pleasure is....
10. My top 5 bucket list items are..
11. One thing I did as a child I would like to do again is...
12. My biggest regret in regard to my health and wellbeing is...