

Shasta's Sharing Questions for Team Bonding

1. Share with us one specific thing you did in the last week that left you feeling truly proud.
2. What is one specific thing that increases your sense of feeling _____ (safe, accepted, appreciated, recognized, inspired) when working with others and what does that look like to you?
3. Share the first memory that pops into your mind of a recent time you found yourself really "enjoying" yourself at work? What were you doing? Who was with you?
4. What are you willing to share with us about how you typically handle stress and what, if anything, usually feels the best to receive from others?
5. If one of us needed to talk to you about something that could potentially hurt your feelings, how would you advise us to approach it?
6. If you could have more of anything at work—what do you wish you could have more of?
7. If you could have less of anything at work—what do you wish we could have less of?
8. What is your "Love Language" (Quality Time, Acts of Service, Gift-giving, Words of Affirmation, Touch) and share with us a time when you remember one of us doing that for you?
9. What's one specific thing you appreciate about the person to your left?
10. What's one thing that you think people often assume about you that isn't true?

11. What's one specific good memory that pops up for you when you think of our team?
12. What's a current challenge or stressor about your job that the rest of us may not see?
13. If you could pick 3 subjects that you most love to talk about—what are they?
14. What's one thing you're grateful for about our team?
15. What is one strength or talent you've always naturally had but maybe didn't see it as that rare or amazing until you were older?
16. What is a job you wanted to have when you were younger and can you find any common theme to the job you have now?
17. If "people" were on one end of a continuum (1) and "tasks" were on the other end (10), what number would best represent where you tend to get more energy and give more focus? How do you think that number has, or has not, changed over your life?
18. When it comes to vulnerability—revealing yourself—do you error on the side of sharing too slowly or too quickly? Why do you think that is?
19. How would you describe how you naturally respond to conflict? And if you could change one thing, what would you do differently?
20. If you could magically acquire a new skill—any skill— to be used at work what would you choose? Why?
21. What is one small thing someone could do to express their appreciation of you that would feel most meaningful?
22. When you feel depleted or discouraged, what do you do to recover your energy or replenish your inspiration?
23. Share one specific thing that someone on this team has done recently that impressed you.

24. How do you feel about the amount of interaction you get at work?
(In one report 36% wished for more, 11% wished for less—what's your experience?)
25. With studies showing how few of us feel safe bringing our "full selves" to work, what is one thing you'd need to see or know to personally feel safer?
26. With studies showing how important diversity is on teams and in organizations—what diversity do you wish we had more of and what do you think we're possibly missing as a result of not having that perspective?
27. With studies showing that many of us feel "abandoned by coworkers when under pressure at work" what is one tangible thing other could do that would leave you feeling less at risk of being abandoned?
28. If you had to leave this job and go pursue a completely unrelated career, what might it be and why?
29. What's a part of your personality that you used to feel insecure about but now accept as part of just who you are?
30. What's an example of a time in your career when you feel like you failed or made a big mistake? How did it end up impacting you?
31. If you had to choose between more predictability/repetition on our team or more variety/spontaneity which one would you choose and what might that look like?
32. Do you think you apologize too easily/frequently or not often/easily enough? Why do you think that is?
33. What initially got you into this profession? Or, what has kept you in this profession?
34. What's a book/podcast/tv show/movie you've recently enjoyed and what did you most appreciate about it?
35. Tell us about one thing you truly wish you had more time to do in your life.