



SURFACE TO SOUL

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Speed Dating Team-building Exercise

What is Speed Dating for Teams?

Speed dating at work might initially come off as a strange concept, but it can be an amazing way to create quick connections among team members in a fun, fast, and often spontaneous, manner.

Why Use Speed Dating with teams?

With Speed Dating, you are not only spending time being together – you are helping people find common ground and discover similar interests with one another. Team members can create these connections on their own over time but this exercise is designed to significantly accelerate the relationship-building process and help people associate with others who may not be part of their usual network of friends and colleagues.

The point is not for everyone to suddenly become best friends but rather to build trust among team members so that they can work well together. If you need a fast way to start the process of connecting with people in your organization, then "Speed Dating" may be the place to start!

What's needed to set up the activity?

- Set up 16 chairs (for 16 people) with 8 chairs facing 8 chairs – it's up to you if you want a table between them. (You can do this same setup with fewer or more people.)
- In addition, you need one person to be the facilitator/timer.
- Have one row stay seated while the other row moves (shifts 1 seat) every 6 minutes (use a timer).
- Set the ground rule of no conversation hoggers or hiders. Provide 3 minutes for the first person to share their response to an assigned questions. Half way through each round (3 minutes) yell, "halftime!" Invite the other person to share for 3 minutes.
- And then yell "switch!" when it's time for having one row of participants shift one seat right or left.
- Feel free to use the sample questions below or to make up your own.
- Facilitators create questions that are focused around a specific theme.
- As a wrap up, you may wish to call on a few people, asking them to share 1 or 2 things they learned about others or to share how they felt about the experience.

SAMPLE QUESTIONS

- Where did you grow up? What's one of your favorite memories?
- Where have you lived over the course of your life?
- What are or were some of your favorite family activities?
- What was your first part-time job? What other jobs have you held?
- What do you enjoy doing in your free time?
- Describe what the ideal day looks like for you.
- What's best advice someone has given you? What's the worst advice you've received?
- What's the last book you read? Movie or play you saw?
- What's your superpower? What comes naturally for you?
- How would your best friend describe you?
- What causes do you support? What are you deeply passionate about?
- What's your favorite restaurant? Dessert? Snack food? Beverage? Singer/band?
- What's been a memorable moment in your life?
- Who has been a role model or mentor in your life? Who might you be a mentor/role model to? å



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