TEAM CULTURE BRAINSTORM

Beyond Thank You

List all the formal and informal activities. Use these to generate ideas – avoid the trap of saying we couldn't do that, and instead, ask yourself, how could we?

	Past What did we do prior that we really loved?	**New** What new things would we love to try in the months ahead?
Learn & Grow Organize Workshops, Attend Virtual Conferences, Watch TED Talks, Have a Book Club, Share Articles		
Laugh & Play Virtual Happy Hours, Trivia Questions, Dress up Days, Background Competitions (See my book for ideas.)		
Rest & Rejuvenate Yoga Classes, Walking Virtual Meetings, No Emails on Weekends, Mindful Meeting Transitions		
Celebrate & Appreciate Gratitude Wall, Small Victory Practice, Shout Outs, Art of Recognition Training, Birthdays		
Connect & Reflect Team Retreats, One-to- One Check Ins, Post Project Debriefs		

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With ideas generated, organize them into the following categories. After, have people share the ones they are most excited about and see who wants to take ownership of each. If any activities have specific dates, put them on your team's shared calendar.

General Practices	
Meeting Ideas	
Team Rituals	
Special Occasions	
Other	

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PERSONAL GOALS REFLECTION

Beyond Thank You

Use the below section to brainstorm what you would like to accomplish over the next year. You can share as much or as little as you would like with the team.

How do you want to grow professionally in the year ahead?

(What do you want to learn about? What experiences do you want to have? What skills do you want to develop or improve?)

How do you want to grow personally?

(What do you want to learn about? What experiences do you want to have? What skills do you want to develop or improve?)

How can the team support you to accomplish your goals?

(How can the team support you to accomplish your personal and professional goals?)

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